

RESOURCES FOR ORGANIZERS



by Kim Pengelly

October 1991

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PREFACE: WHY THIS DIRECTORY?

A curious contradiction has arisen. On the one hand, cities are showing growing interest in neighborhoods and making ever greater demands on neighborhood organizations. Minneapolis has started an ambitious twenty-year neighborhood revitalization program. St. Paul's mayor has identified neighborhoods as a key to the city's future. The Metropolitan Council is studying neighborhoods for the first time. Residents and officials in older suburbs, for example Brooklyn Center and Hopkins, are discovering the advantages and drawbacks of neighborhood associations and organizations. In most central city neighborhoods there are staffed organizations with numerous programs ranging from cultural feasts and festivals to crime patrols and housing rehabilitation.

On the other hand, few young people are becoming organizers and, according to a recent CURA survey, more than half of the neighborhood organizers in Minneapolis will be leaving their jobs within the next five years. In April 1991, there were four neighborhood organizations in Minneapolis looking for staff directors.

Older, experienced organizers are not planning to stay in organizing, and young people are not entering the field to replace them. The CURA survey *Who's Organizing the Twin Cities?** found that fewer than 10 percent of Minneapolis and St. Paul organizers intend to make organizing a lifetime career. One-third of all respondents (over 50 percent of Minneapolis respondents) intend to stay in organizing for less than five years. Of current organizers, over 50 percent are in their 30s. And while people in their 20s represent 32 percent of the Standard Metropolitan Statistical Area (SMSA) labor force, they are only 22 percent of organizers.

Around the country, the shortage of organizers has prompted the development of innovative recruiting and training strategies. In Washington, D.C., the AFL-CIO Organizing Institute provides a paid training program that includes classroom training, an apprenticeship, and help with job placement as a union organizer. In the southeast, the Southern Empowerment Project (SEP) provides a six-week summer training program to recruit new organizing staff for the eight-member organizations of SEP. Organizing networks such as the Industrial Areas Foundation (IAF) are actively recruiting organizers for paid apprenticeships as part of their effort to expand into new cities.

Similar recruiting efforts are beginning in the Twin Cities. In the CURA survey, many Twin Cities organizers reported that a supervised apprenticeship is the best possible way to learn organizing, but noted that such opportunities are rare. The Organizing Apprenticeship Project, an ad hoc group of organizers, funders and other friends of organizing, is currently seeking funding for a six to nine month apprenticeship program in organizing. Under this proposal, apprentices would learn through ongoing discussions and seminars with the Apprenticeship Coordinator and through supervised work with an experienced community

* Frederick W. Smith and Jack Whitehurst, *Who's Organizing the Twin Cities?*, May 1990. Copies are available free-of-charge from CURA.

organizer. By paying a stipend to both apprentice and supervisor, the Apprenticeship Project seeks to make such training opportunities more possible.

Current organizers also indicated it would be helpful to have information about the range of training opportunities available for community organizers, both new and experienced. The directory, *Resources for Organizers*, was created to provide this kind of information.

The directory lists local and national training opportunities, including workshops, seminars, apprenticeships, church-affiliated volunteer programs, and student internships in organizing. Organizations with special expertise, e.g., organizing in multiracial organizations, rural organizing, and labor organizing, are highlighted. A few programs that provide academic degrees in community organizing or social action are also described. For experienced organizers in need of specialized training, information is provided about organizations that offer technical assistance and/or training in community economic development, non-violence, conflict resolution, and multiculturalism.

Special emphasis is placed on internships, both because they are seen as a cost-effective way to recruit young people into organizing, and because there is growing interest on college campuses in experiential learning and learning through community involvement. Faculty are beginning to design courses with an internship component. National student organizations have launched major efforts to promote student involvement in the community. Several schools offer scholarships to students who take internships in nonprofit organizations.

For the staff of community organizations interested in recruiting interns, the directory lists college internship offices, with information about the student body, internship requirements, expectations for organizations that sponsor interns, the availability of funding for student interns, and application deadlines. In addition, a list of faculty who are supportive of organizing and/or have contact with students interested in social action/organizing is provided for each college, seminary or university. In many cases, supportive faculty are a better first contact than an internship office because they are personally acquainted with students.

Many organizations have expressed interest in having interns, but lack staff time to recruit. The directory makes the recruitment process easier by putting information about schools together in one consistent format. Interviews with directors of community organizations revealed a range of needs and expectations for interns; some organizations could easily use several interns, some only one. Some were flexible in the time commitment they would take from an intern, some needed someone to commit to at least six months. Some were only interested in interns with a definite commitment to becoming organizers. For students interested in finding a good internship experience, information about the needs and expectations of community organizations is provided, along with a representative list of community organizations willing to provide supervision and training to would-be organizers.

The directory provides information for organizers seeking further training, for young people interested in exploring organizing as an occupation, for the directors of organizations looking for ways to recruit new organizing staff, and for organizations needing specialized technical assistance, ranging from community economic development, to nonviolence training, to updated telephone technology.

Most communities and their associations may never need paid organizers. But as the expectations about the capabilities of neighborhood organizations (particularly in the central cities) continue to grow and the range of problems and programs they are expected to deal with expand, the gap between the need for, and the availability of, experienced, trained organizers will increase from contradiction to crisis. Unless more trained and experienced organizers are recruited and retained, we will never know whether neighborhood organizations might have been capable of all that we asked of them.

PART ONE: TRAINING OPPORTUNITIES IN COMMUNITY ORGANIZING

I. TRAINING COURSES

The organizations described in this section provide training courses in the basics of organizing. Most offer short workshop-format courses designed for people already working in the field who need more experience, or for newly-hired staff of community organizations. A few offer longer-term internship programs, designed for newcomers to organizing who want a supervised work experience as part of their training. Following the short training courses is a list of schools that offer academic degrees in community organizing.

Several different organizing "models" are represented, including:

1. Labor organizing, represented by the AFL-CIO Organizing Institute.
2. Broad-based, institutional organizing, in which institutions (e.g., churches and other religious organizations) and other groups (e.g., labor unions and community groups) are organized to work together as a federation. Representative organizations include the Organize Training Center, PICO, and the Gamaliel Foundation.
3. Direct membership organizing, usually focusing on low- and moderate-income citizens' groups or other special constituency groups. Representative organizations include the Midwest Academy, the National Training and Information Center, the Southern Empowerment Project, the Western Organization of Resource Councils, and the Institute for Social Justice.

Whatever the organizing model espoused, most training organizations teach power analysis, organizational and leadership development, strategic planning, grassroots fundraising, basic organizational management, use of media, tactics, and coalition-building. Institutional organizing places more emphasis on long-term organizational development and stability than on issue-oriented organizing.

All the organizations listed provide trainings that are open to organizers from Minnesota, or will travel to Minnesota to provide on-site training. Organizations that don't work in the Minnesota area, or don't work with non-member organizations are not listed. Organizations that provide only technical assistance or consultation, rather than a formal training, are listed in Part Three: Technical Assistance. Organizations that offer other specialized kinds of training, e.g., community economic development, non-violence, multiculturalism, are also included in Part Three.

PART ONE/TRAINING COURSES

At the end of each organizational profile, a list is provided of organizations that the training center has served. Organizations interested in sending staff for training, or inviting a trainer to work with their staff and members, are strongly encouraged to use this list for references. Where the letters "OA" follow the name of an organization, that means it is an organizational affiliate of the training center, or a member of their training network.

Short Training Courses

AFL-CIO ORGANIZING INSTITUTE

144 Eye Street, NW, Suite 216
Washington, D.C. 20005
(202) 408-0700
Allison Porter, Recruitment Director

Founded 1989

Organizer Training

Format: RTP Program (Recruit/Train/Place): Three-day classroom training on basic campaign strategy; three-to-six-week supervised internship on large-scale organizing campaign; six-to-twelve-week apprenticeship with major responsibility for small campaign or portion of larger campaign; job placement with a union.

Duration: Three to five months

Schedule: Once a month

Location: Classroom training in Washington, D.C., San Francisco, Austin, Chicago. Field placements around the country.

Cost: Applicant pays transportation to three-day class. Living expenses for class and internship are covered. Apprentices are paid \$400/week plus living expenses and health benefits.

Consultation and Technical Assistance

Topics: The Institute works with unions to restructure organizing programs, focusing on targeting, resource allocation, staff and organizational development, and building a culture of organizing. Campaign planning services are provided to large campaigns.

Cost: Free to AFL-CIO affiliates.

Other

- Advanced classroom training. Week-long training for experienced organizers. Tuition \$195. Through the George Meany Center for Labor Education, Silver Springs, MD. (301) 431-6400.
- Mid-year Organizer's Round Table. Strategy discussion with Institute Teaching Fellows and lead organizers.

Partial List of Organizations Served

Unions participating in developing the Institute training include: Service Employees International Union; United Steelworkers of America; the Amalgamated Clothing and Textile Workers Union; the American Federation of State, County and Municipal Employees; the United Food and Commercial Workers Union; United Brotherhood of Carpenters and Joiners; International Brotherhood of Teamsters; and Hotel Employees and Restaurant Employees International Union.

Comments

The training program is competitive: you must apply to be accepted, and each segment is a screening process. At each step, only 60-80 percent of the students are accepted to the next level. Priority is given

PART ONE/TRAINING COURSES

to union members who are active with their union, but anyone with demonstrated interest and involvement in labor or related social action issues will be considered. Recent college graduates are eligible. Unions can sponsor members to attend the training. Non-sponsored participants are helped to find a job.

The placement rate is 95 percent. The Institute tries to accommodate geographical preference, but makes no guarantees. They do place Institute graduates in Minnesota unions.

Trainers

Senior organizers of cooperating unions.

CENTER FOR THIRD WORLD ORGANIZING

Main Office:
3861 Martin Luther King Jr. Way
Oakland, CA 94609
(415) 654-9601
Rinku Sen, Co-Director

Western Training Center:
1214 Sante Fe Drive
Denver, CO 80204
(303) 893-2149
Sonia Peña, Director

Founded 1980

Organizer Training

Format: "Community Strategic Training Initiative" (CSTI). Workshops on organizational development, advanced Organizer Training, community economic development, management, building church-based organizations, women in economic development, and building labor/community coalitions.

Duration: Four days

Schedule: One time per year. Usually in August or September.

Location: Different locations around the country.

Cost: \$90/day includes food, materials, tuition.

Comments: This training is offered by CTWO, Tufts University Center for Management and Community Development, and the Women's Foundation. In other years, the training has been called the Community Development Institute.

On-Site Training

Format: Workshops on fundraising, campaign development, working in multi-racial organizations, or specific needs of sponsoring organization.

Duration: Usually one to two days

Cost: \$40-90/hour

Consultation and Technical Assistance

Topics: Tailored to organization's needs. Training for minority organizers, multi-racial organizations. Usually provided to ten to fifteen organizations that participate in the CSTI.

Cost: \$40-90/hour

Internships

- Minority Activist Apprenticeship Program (MAAP). Eight weeks: one week training, four weeks placement, one week debriefing and job placement. Stipend, housing and transportation. CTWO staff person supervises three to four apprentices during placement. Placements nationwide, with community organizations. Contact: Sonia Peña, Denver office.
- Internships at CTWO office or affiliated organizations. Arranged. Four to six months. Stipend = \$500 per month plus housing.

Publications

Periodical: *The Minority Trendsletter*. Bilingual materials on organizing; audio tapes on national policy issues affecting people of color.

Partial List of Organizations Served

Raza Si!, San Jose, CA; Asian Immigrant Women Advocates, San Francisco, CA; West County Toxics Coalition, Richmond, CA; Income Rights Project, San Francisco, CA; Dudley Street Neighborhood Initiative, Dorchester, MA; People of Color Against AIDS Network, Seattle, WA; Service Employees International Union Local 105, Denver, CO.

Comments

CTWO has conducted joint trainings with the Midwest Academy and provided training for working in multiracial organizations to other national organizations. Extensive contacts make it possible for CTWO to place interns and apprentices in a wide variety of organizations. MAAP graduates are very much in demand with labor unions and community organizations. CTWO provides training sessions on six to eight successive Saturdays for community leaders in the Bay Area.

CTWO Trainers

Alfredo De Avila, Guadalupe Guajardo, Tim Sampson, Mark Toney, Ana Collado, Ruth E. Solis, Miguel Luna, Joselito Laudencia, Chuck Turner, and Marilyn Wu.

CSTI Trainers

Gillian Brown, Consultant; Angela de la Torre, Metropolitan State College, Denver, CO; Gary Delgado, Center for Third World Organizing; Richard Devine, Center for Community Change; Sam Doctors, California State University at Hayward; Don Elmer, Center for Community Change; Angie Fa, Community/Labor Education and Research Project; Melia Franklin, freelance writer; Guadalupe Guajardo, Technical Assistance for Community Services, Portland, OR; Herb Chao Gunther, Public Media Center; Myesha Jenkins, The Women's Foundation; Kim Klein, The Funding Exchange; Sherrie Pugh, California Community Economic Development Association; Blanca Ramirez, South Bronx People for Change; Peggy Saika, Asian Law Caucus, San Francisco, CA; Tim Sampson, San Francisco State University, School of Social Work; Omowale Satterwhite, Community Development Institute, Palo Alto, CA; Margaret Schockley, consultant; Richard Schramm, Tufts University Center for Management and Community Development; Rinku Sen, Center for Third World Organizing; and Chuck Turner, Center for Community Action.

THE GAMALIEL FOUNDATION

220 S. State Street

Chicago, IL 60604

(312) 427-4616

Gregory Galluzzo, Director

Founded Early 1980s

Organizer Training

Format: Workshops covering: institutional and broad-based organizing, relationship building, actions, meetings, fundraising, strategic planning. For leaders and organizers.

Duration: Six days

Schedule: Three times per year

Location: Chicago area

Cost: \$600 tuition for non-affiliate; \$300 for member of affiliated organization.

Consultation and Technical Assistance

Topics: Gamaliel establishes long-term relationships with organizations and provides consulting on all aspects of starting and maintaining a broad-based organization. Helps organizations hire organizers, provides ongoing training for organizers, assists new organizations in paying organizer salary and benefits.

Cost: Annual fees negotiated with organization.

Partial List of Organizations Served

Gamaliel currently has twenty-four member organizations, including: Joint Ministries Project, MN; St. Paul Ecumenical Action Committee, MN; Broad Based Organizing Project, MN; Iron Range Community Ecumenical Ministry, MN; Logan Square Neighborhood Association, IL; Farmers' Outreach, IA; Churches United for Community Action, MO. Non-members can also attend trainings.

Comments

Directors of Gamaliel affiliate organizations become Gamaliel trainers. Six-day training uses few written materials; emphasizes personal involvement, identifying personal organizing style, personal attitudes about organizing for power. Peter Martinez, a former trainer for the Industrial Areas Foundation (IAF), helped Gamaliel incorporate many elements of the IAF training model.

Trainers (1991)

Gregory A. Galluzzo, Director, Gamaliel Foundation; Joseph W. Mariano, Assistant Director, Gamaliel Foundation; Robert Johnson, development consultant; Mary Gonzales, Director, Pilsen Neighbors Community Council; Michael Kruglik, Director, South Suburban Action Conference; John Owens, Director, Developing Communities Project; Doris Jones, Director, Greater Grand Crossing Organizing Committee; John Norton, Director, Joint Ministries Project, Minneapolis, MN; Paul Marincel, Director, IUCC, St. Paul, MN; Peter DaSilva, Director, Quad Cities Interfaith Sponsoring Committee; and Gerald Kellman, Director, LIFT, Gary, IN.

INSTITUTE FOR SOCIAL JUSTICE

523 West 15th Street

Little Rock, AR 72202

(501) 376-7153

Elena Hanggi, Executive Director

Founded 1972

Organizer Training

Format: Variety of programs, including one-week urban, rural, church-based organizer training programs. Topics include: leadership and organizational development, strategic planning, grassroots fundraising, financial management of nonprofits, electoral politics, media, action research. Two-day sessions on organizing perspectives for lawyers, grass-roots fundraising, organizing fundamentals.

Duration: One week or two days

Schedule: Call for schedule

Location: Various regional training centers, including Minneapolis.

On-Site Training

Format: Same as above

Duration: Same as above

Cost: Varies according to travel costs, number of participants.

Consultation and Technical Assistance

Topics: Tailored to organizational needs.

Internships

Semester and year-long internships available in organizing.

Publications

The Organizer, quarterly journal. Organizer handbook.

Partial List of Organizations Served

Common Cause, Washington, D.C.; Bread for the World, New York, NY; Mississippi Welfare Rights, Jackson, MS; Mobile Community Organization, Mobile, AL.

Comments

ISJ is affiliated with ACORN and provides training and technical assistance to non-affiliated organizations and to ACORN leaders. ACORN organizers are trained within the ACORN program, not by ISJ. Information provided about ISJ was current in 1984; we were unable to obtain more current information.

Trainers

Lead organizers of regional ACORN centers.

MIDWEST ACADEMY
600 West Fullerton Avenue
Chicago, IL 60614
(312) 975-3670

Jackie Kendall, Executive Director
Arlette Slackmuylder, Training Administrator

Founded 1973

Organizer Training

Format: Organizing for social change. Workshops on power analysis, coalition building, leadership recruitment, issue development, direct action, organizational development, campaign research, working with church groups, fundraising.

Duration: Five days

Schedule: Four times per year

Location: Chicago and other locations

Cost: \$400 tuition plus approx. \$170 expenses. Group discounts and scholarships available.

On-Site Training

Format: Training sessions tailored to organizational needs. One trainer for groups of thirty or fewer.

Duration: One to three days

Cost: Negotiable. Approx. \$1,000 for a weekend training session.

Consultation and Technical Assistance

Topics: Planning, staff and leadership development, grassroots fundraising, administration and financial management, strategic planning.

Cost: Negotiable. Approx. \$500 per day.

Internships

Interns are hired to work with a paid staff person to put together the annual conference. Stipends occasionally available.

Other

- Founded and provides ongoing training and technical assistance to nationwide Citizen Action network.
- Midwest Academy Retreat. Annual three-day national conference of organizers. Chicago, summer.
- Minority Trainer Training Program
- Congregational Training Session (1988)
- Non-partisan electoral skills training

Partial List of Organizations Served

Citizen Action, including MN-COACT (OA); McCormick Seminary, Church and Community Project, Chicago; National Council of Senior Citizens Volunteers; CISPES; Freeze Network; Campaign for Human Development; Portland Shelter for Battered Women; National Toxics Campaign, Clean Water Action Project.

Comments

New staff of Minnesota-COACT are sent to the Midwest Academy for training. The Academy offers a broad range of training and technical assistance services.

Trainers

Jackie Kendall, Executive Director, twenty years plus experience in community and electoral organizing and expertise with seniors and statewide Citizen Action organizations; Steve Max, twenty-five years experience in civil rights, labor, community organizing and designed Economic Education Program; Kimberley Bobo, fifteen years experience in religious and national social justice organizations; George Buntin, twenty years experience in civil rights, community and electoral organizing and Director of Baltimore NAACP; Murray Fishel, Director of Campaign Management Program, Kent State University and teaches electoral skills.

NATIONAL TRAINING AND INFORMATION CENTER

810 N. Milwaukee Avenue

Chicago, IL 60622-4103

(312) 243-3035

Gale Cincotta, Executive Director

Shel Trapp, Staff Director

Founded 1972

Organizer Training

Format: Workshop emphasizes direct membership organizing, coalition building. Uses of confrontation, negotiation, media. Issue development, leadership development. For organizers and leaders.

Duration: Three days

Schedule: Three times per year

Location: Chicago

Cost: \$100 tuition

On-Site Training

Format: Same or abbreviated

Duration: Usually one to two days

Cost: \$150 per day plus expenses for one trainer.

Consultation and Technical Assistance

Topics: Tailored to organizational needs. Fundraising, special issue organizing (redlining, housing, drugs). Technical assistance for conference planning.

Cost: Negotiable. Some new organizations eligible for training and technical assistance through Mott Foundation grants.

Internships

Takes interns from the Associated Colleges of the Midwest (ACM) every year. Others can arrange their own internship. No stipend.

Publications

Publications on organizing, redlining and reinvestment, anti-drug campaigning. Videotapes. Publications list.

Partial List of Organizations Served

Joint Ministries Project, Minneapolis, MN; Iowa Coalition of Community Organizers, Des Moines, IA; Coalition for Housing Court Reform, Chicago, IL; Northwest Bronx Clergy and Homeowners Coalition, Bronx, NY; Montana People's Organization, Missoula, MT.

Comments

NTIC emphasizes direct membership organizing and coalition building among community organizations. No syllabus for trainings. Affordable rates for on-site training, consultation.

ORGANIZE TRAINING CENTER

1095 Market Street, #419

San Francisco, CA 94103

(415) 552-8990

Mike Miller, Executive Director

Founded 1974

Organizer Training

Format: Workshops on values, theories, and methods of community organizing. Emphasize broad-based, multi-issue alliances. Also teach techniques of direct membership organizing. Workbook and readings, group process exercises. For leaders and organizers.

Duration: Four days

Schedule: Two times per year

Location: San Francisco and one other city

Cost: \$500 tuition

On-Site Training

Format: Same or abbreviated

Duration: Usually two to three days

Cost: \$1,000-1,200 per day. Sponsoring organization usually charges \$125 tuition.

Consultation and Technical Assistance

Topics: Focus on helping religious, labor, neighborhood and other organizations develop broad-based community organizations. Long-term relationships.

Cost: \$80-125 per hour

Internships

- Six month full-time or one year half-time placements for would-be organizers. Guided reading tutorial and direct supervision. Intern pays approximately \$1,400 for a six-month placement.
- Other internships available tailored to intern needs. Must complete four-day training first. Fees negotiable.

Publications

Periodical: *The Organizer Mailing*; extensive publication list.

Other

Provides ongoing training and technical assistance to a number of "Organizing Projects" and other coalitions nationwide.

Partial List of Organizations Served

San Francisco Organizing Project, CA (OA); Great Plains Organizing Project, NE (OA); Denver Metropolitan Organization for People, CO (OA); National Conference of Catholic Charities; United Church Board for Homeland Ministries; Office for Social Justice and Peacemaking of the Presbyterian Church.

PACIFIC INSTITUTE FOR COMMUNITY ORGANIZATIONS

171 Santa Rosa Avenue

Oakland, CA 94610

(415) 655-2801

John Baumann, Executive Director

Founded 1972

Organizer Training

Format: Workshop topics include institutional and broad-based organizing, strategies, tactics, fundraising, power analysis, leadership and organizational development, and personal development. For leaders and organizers of affiliate organizations or organizations considering affiliation.

Duration: Five days

Schedule: Two times per year

Location: Various locations

Cost: \$500 tuition

Consultation and Technical Assistance

Topics: PICO provides long-term technical assistance and training to member organizations. Membership entitles organization to consultation, a biannual, week-long leadership training, and an annual weeklong organizer training.

Cost: \$6,000/year

Internships

No formal program. Have had interns in the past.

Publications

PICO Update

Partial List of Organizations Served

Orange County Congregation-Community Organization, CA (OA); Pilsen Church Communities, IL (OA); Kansas City Church-Community Organizations, MO (OA); San Diego Organizing Project, CA (OA); other organizations in California, Louisiana, Florida, Alabama, and Illinois.

Comments

PICO is trying to put together funding for an apprenticeship program that would place apprentices with a PICO member organization, full-time for six months.

Trainers

John Baumann, S.J., Executive Director, PICO; Scott Reed, Associate Director, PICO; Jose Carrasco, San Jose State University, School of Social Work; Thomas Gaudette, private consultant.

SOUTHERN EMPOWERMENT PROJECT

323 Ellis Avenue
Maryville, TN 37801
(615) 984-6500
Walter Davis, Recruiter

Founded 1986

Organizer Training

Format: Summer training course run by eight Southern community organizations, whose purpose is to recruit and train organizers for their organizations. Other people interested in organizer training are also welcome. Topics include: direct action organizing, rural organizing, labor organizing, coalition building, fundraising, power analysis, leadership development, multiracial organizations, organizing as a career. Trainer travels between sites and includes four weeks of basic training and two weeks of field placement with an SEP member organization.

Duration: Six weeks (trainees can opt to take only part of the course)

Schedule: 1991: July 6-August 16. Application due May 15.

Location: Kentucky, Tennessee, North Carolina

Cost: \$1,800 for six weeks covers room, board, travel between training sites, materials, and \$40/week stipend. For one week of training the cost is \$400, which covers room, board and materials. Individuals who go to work for SEP member groups can pay off their tuition over two years. A few scholarships available.

Internships

College credit can be arranged for the SEP training course.

Publications

Empowering the South: A Bibliography for Community Organizers. Newsletter: *Southern Empowerment Project News.*

Partial List of Organizations Served

Member organizations of SEP. Others are welcome.

Comments

Although SEP focuses on the South, it is included in this directory because it is one of the few national training centers that emphasizes rural organizing.

Trainers

Organizers and leaders from member groups: A. Philip Randolph Institute, NC; Charlotte Organizing Project, NC; Community Farm Alliance, KE; Just Organized Neighborhoods Area Headquarters (JONAH), TN; Kentuckians for the Commonwealth, KE; Save Our Cumberland Mountains (SOCM), TN; Solutions to Issues of Concern to Knoxvilleans (SICK), TN; Tennessee Hunger Coalition, TN.

WESTERN ORGANIZATION OF RESOURCE COUNCILS

412 Stapleton Building

Billings, MT 59101

(406) 252-9672

Patrick Sweeney, Regional Director

Founded 1979

Organizer Training

Format: Workshop: Principles of Community Organizing. Organizational and issue development, planning actions, meetings, grassroots fundraising, media.

Duration: Four days

Schedule: Once a year, summer

Location: Billings, MT

Cost: \$250 tuition plus expenses. Scholarships available.

Consultation and Technical Assistance

Topics: WORC provides long- or short-term consultancies on staff training, organizational and issue development, rural organizing.

Cost: \$200/day plus expenses

Internships

No formal internship program.

Publications

Who Owns the West; Keeping the Home on the Range; For Current and Future Generations. Research and policy proposals for land and resource use in the West.

Other

WORC maintains a full-time lobbyist in Washington, D.C. to work on environmental and farm policy issues.

Partial List of Organizations Served

North Plains Resource Council, Billings, MT; Western Colorado Congress; Butte Community Union, Butte, MT; Montana People's Action, Missoula, MT; Boise Hunger Action Council, Boise, ID.

Comments

WORC is an association of five member organizations: Western Colorado Congress, Dakota Resource Council (North Dakota), Dakota Rural Action (South Dakota), Northern Plains Resource Council (Montana), and the Powder River Basin Resource Council (Wyoming). Main organizing issues are environmental and natural resource policies, especially strip-mining and synfuel, and farm policies. Trainings are open to anyone.

Trainers

Staff and leaders of member organizations.

Academic Degree Programs

HUNTER COLLEGE SCHOOL OF SOCIAL WORK

To Apply

Department of Admissions
Hunter College School of Social Work
129 East 79th Street
New York, NY 10021
(212) 452-7000

Application Deadline March 1

Degree Offered

Master of Social Work (M.S.W.) in community organization and planning sequence.

Program Description

Two-year full-time program. Attend class two days/week, participate in supervised field placement three days/week. Placement is in community organizing. Coursework in accessing and developing resources, lobbying, mobilizing constituencies, coalition-building, organizational outreach, class advocacy, community assessment, fundraising and grant writing.

Job Placements of Recent Graduates

Housing advocate for homeless, tenant organizer, legislative staff to elected official, AIDS program developer and educator, director of a settlement house.

Faculty

Steve Burghardt. Interested in organizing among the homeless. Wrote *The Other Side of Organizing* (Schenkman 1982), *Organizing for Community Change* (Sage 1982) and (with Michael Fabricant) *Working Under the Safety Net* (Sage 1987).

Paul Kurzman. Community organizer and administrator. Wrote *The Mississippi Experience: Strategies for Welfare Rights Action* (Association Press 1971) and articles on advocacy organizing.

Terry Mizrahi. Coordinator of Education Center for Community Organizing (ECCO), interested in women's organizing and coalition-building. Wrote *The People's Right to Health* (1978) and *Getting Rid of Patients* (Rutgers University Press 1986).

Rose Starr. Associate Project Director, N.Y.C. Intensive Case Management Training Program. Interested in entitlement advocacy. Co-wrote *Designing a Work Study Program: Where Social Service Employment Meets Professional Education* (1988).

Tuition and Financial Aid

Non-resident tuition is \$4,700/year. Financial aid available to graduate students: tuition waivers, scholarships and loans.

VERMONT COLLEGE OF NORWICH UNIVERSITY

To Apply

The Graduate Program Office
Vermont College of Norwich University
Montpelier, VT 05602
1-800-336-6794 or (802) 828-8500

Application Deadline

Students may apply and be accepted at any time during the year.

Degree Offered

Master of Arts. Accredited program.

Program Description

No required courses. The student designs the program of study, which must be approved by a faculty advisor. Minimum enrollment of twelve months. Average enrollment of eighteen months. No residency requirement, but must attend monthly or quarterly regional meetings. Optional week-long colloquium in Vermont or California each year. A Norwich faculty advisor and a field advisor who lives near you and is an expert in your chosen area of study direct your study.

Job Placements of Recent Graduates

Nonprofit management, counselors, program administrators, teachers, artists, researchers, and entrepreneurs.

Faculty

No faculty with specific expertise in community organizing. About half of the staff of eleven have background in political science and/or are politically active. The student would be responsible for finding a field advisor to direct learning.

Tuition and Financial Aid:

Tuition for twelve to eighteen months is \$7,350. Some financial aid available.

WESTERN INSTITUTE FOR SOCIAL RESEARCH

To Apply

WISR Admissions Committee
3220 Sacramento Avenue
Berkeley, CA 94702
(415) 655-2830

Application Deadline

Students may apply and be admitted at any time during the year.

Degrees Offered

Ph.D. in social change and M.A. in community development. State-approved program, not yet fully accredited.

Program Description

Individualized learning programs. Seminar-style courses, qualitative evaluations, emphasis on community projects. Residency requirement can be waived in special situations. In that case, students communicate with advisors monthly by phone or writing, and visit the campus at least once a year. Duration of program varies with degree sought and previous experience.

Faculty

No faculty with specific community organizing background. Emphasis on education, social service, social change philosophy.

Tuition and Financial Aid

Tuition is \$3,000 per year. A few research assistantships available for projects that have outside funding.

SOCIAL WORK PROGRAMS IN COMMUNITY ORGANIZING

The social work program with the greatest emphasis on community organizing is Hunter College in New York. The following schools offer courses on community organizing as part of a management and planning concentration and/or have faculty with an interest in community organizing. Many schools of social work are open to students designing their own field placements in community organizing, even if the school does not emphasize community organizing in their training.

BOSTON COLLEGE

Chestnut Hill, MA 02167

Concentration in community organization/social planning.

Degrees Offered: MSW, DSW

Application Deadline: March 1

BOSTON UNIVERSITY

204 Bay State Road
Boston, MA 02215

Concentration in community organization, management and planning. Good range of field placements in organizing, including placements with Chuck Turner's Coalition for Community Control of Development, tenant organizing, and advocacy and organizing for the homeless and elderly.

Degrees Offered: MSW, PhD

Application Deadline: February 15

CALIFORNIA STATE UNIVERSITY

Division of Social Work
Sacramento, CA 95819

Concentration in community organization, planning, and administration.

Degrees Offered: BSW, MSW

Application Deadline: January 30
Contact: John Erlich

CASE WESTERN RESERVE UNIVERSITY

Mandel School of Applied Social Sciences
2035 Abington Road
Cleveland, OH 44106

Concentration in planning, community development, management.

Degrees Offered: MSSA, PhD

Application Deadline: May 15

HUNTER COLLEGE

School of Social Work
129 East 79th Street
New York, NY 10021

Concentration in community organization and planning. See description at beginning of this section.

Degrees Offered: MSW

Application Deadline: March 1
Contact: Steve Burghardt, Terry Mizrahi

PART ONE/TRAINING COURSES

NORFOLK STATE UNIVERSITY

2401 Corprew Avenue
Norfolk, VA 23504

Concentration in community organization, administration and planning.

Degrees Offered: BSW, MSW

Application Deadline: April 15

SAN DIEGO STATE UNIVERSITY

School of Social Work
San Diego, CA 98182-0369

Concentration in administration and planning.

Degrees Offered: BSW, MSW

Application Deadline: May 1
Contact: Maria Roberts-DeGennaro

SAN FRANCISCO STATE UNIVERSITY

Dept of Social Work Education
1600 Holloway Avenue
San Francisco, CA 94132

Concentration in social development. Field placements with San Mateo Organizing Project. Undergraduate course in "Urban Citizen Action and Community Organizing." Graduate courses in planning, development, change strategies for community organizations.

Degrees Offered: BSW, MSW

Application Deadline: December 31
Contact: Michael Reisch
Felix Rivera, Willia Gray,
Timothy Sampson, Rita Takahashi

SAN JOSE STATE UNIVERSITY

School of Social Work
1 Washington Square
San Jose, CA 95192

Concentration in planning, policy development, community practice, with focus on Latino client population.

Degrees Offered: BSW, MSW

Application Deadline: April 1

TEMPLE UNIVERSITY

School of Social Administration
Ritter Hall Annex
Philadelphia, PA 19122

Concentration in administration and social planning.

Degrees Offered: BSW, MSW

Application Deadline: Open
Contact: Scott Wilson,
Jeffrey Galper

UNIVERSITY OF CHICAGO

School of Social Service
Administration
969 East 60th Street
Chicago, IL 60637

Concentration in social policy, management, community work. Coursework in the "urban political economy," "sociology and politics of community development," "economics for social welfare."

Degrees Offered: MA, PhD

Application Deadline: Open
Contact: Pastora Cafferty
Irving Spergel

UNIVERSITY OF CONNECTICUT

School of Social Work
Greater Hartford Campus
Hartford, CT 06117-2698

Degrees Offered: MSW

Application Deadline: mid-April
Contact: Julio Morales,
Catherine Havens, Migdalia Reyes

Concentration in community organization. Field placements in neighborhood organizations, city and state offices, and private nonprofits. Elective course on grassroots organizing, i.e., Alinsky methods.

UNIVERSITY OF HOUSTON

Graduate School of Social Work
Houston, TX 77204-4492

Degrees Offered: MSW

Application Deadline: April 1

Concentration in community practice.

UNIVERSITY OF IOWA

School of Social Work
308 North Hall
Iowa City, IA 52242

Degrees Offered: BASW, MSW

Application Deadline: February 1
Contact: Paul Adams

Generalist study of individual and family in social, political, economic environment.

UNIVERSITY OF MARYLAND

School of Social Work
and Community Planning
525 West Redwood Street
Baltimore, MD 21201

Degrees Offered: BSW, MSW, PhD

Application Deadline: April 1
Contact: Stanley Wenocur

Concentration in community organization/social administration.

UNIVERSITY OF MICHIGAN

School of Social Work
1065 Frieze Building
Ann Arbor, MI 48109-1285

Degrees Offered: MSW, PhD

Application Deadline: April 1
Contact: Barry Checkoway

Concentration in community organization, administration, planning.

UNIVERSITY OF PITTSBURGH

School of Social Work
2117 Cathedral of Learning
Pittsburgh, PA 15260

Degrees Offered: BASW, MSW, PhD

Application Deadline: March 31

Concentration in community organization and planning.

PART ONE/TRAINING COURSES

UNIVERSITY OF SOUTHERN CALIFORNIA

School of Social Work
University Park
Los Angeles, CA 90089-0411

Concentration in community organization, planning and administration.

Degrees Offered: MSW, PhD

Application Deadline: April 1

UNIVERSITY OF TEXAS AT ARLINGTON

Graduate School of Social Work
Box 19129 Social Work Complex
Arlington, TX 76019-0129

Concentration in community organization, social administration.

Degrees Offered: MSSW, PhD

Application Deadline: May 1

Contact: Bob Fisher

UNIVERSITY OF WASHINGTON

School of Social Work
4101 - 15th Avenue NE, JH-30
Seattle, WA 98195

Concentration in community and organizational services/planned social change.

Degrees Offered: MSW, PhD

Application Deadline: March 1

WASHINGTON UNIVERSITY

George Warren Brown School
of Social Work
Box 1196
St. Louis, MO 63130

Concentration in social and economic development.

Degrees Offered: MSW, PhD

Application Deadline: March 1

WESTERN MICHIGAN UNIVERSITY

School of Social Work
Kalamazoo, MI 49008-5034

Concentration in policy, administration.

Degrees Offered: BSW, MSW

Application Deadline: April 1

II. APPRENTICESHIPS

Apprenticeships are paid, long-term training opportunities. The apprentice usually works closely with an experienced organizer in order to get on-the-job training. Some apprenticeships have an introductory classroom training course, others use an ongoing seminar format to provide the theoretical and factual information apprentices need for their work. Some apprenticeships are actually introductory staff positions with an organization, others provide varying degrees of assistance to apprentices to find work after completing their training.

A good apprenticeship is probably the best way to learn organizing. When considering an apprenticeship, it's important to make sure you will actually be treated as a trainee, and not just as cheap staff. Find out how much supervision and special training you'll receive.

Some of the organizations listed previously offer apprenticeship opportunities. These include the AFL-CIO Organizing Institute (pp. 3-4), Center for Third World Organizing (pp. 5-6), the Pacific Institute for Community Organizations (PICO) (p. 13). Local sources for apprenticeships include the following.

THE ORGANIZING APPRENTICESHIP PROJECT

For information, contact:

Ron Hick
Minneapolis Foundation
500 Foshay Tower
Minneapolis, MN 55403
(612) 339-7343

The Organizing Apprenticeship Project is a group of community organizers, funders, and others interested in providing good training opportunities in organizing for Minnesota. The group is currently seeking funding for a pilot apprenticeship program. Under this program, apprentices will work full-time for six to nine months with one-to-one supervision by an experienced organizer. Both the apprentice and the supervisor will be paid. In addition, apprentices will meet together for discussions and seminars, led by the project coordinator. The project will assist apprentices locate paid staff positions with local community organizations by maintaining a listing of job openings and providing referrals.

ASSOCIATION OF COMMUNITY ORGANIZATIONS FOR REFORM NOW

Local Office:

757 Raymond Avenue
St. Paul, MN 55114
(612) 642-9639
Sue Hutchinson, Director

National Office:

1026 Elysian Fields Avenue
New Orleans, LA 70117
(504) 943-8994
Wade Rathke, Chief Organizer

ACORN is a national network of organizations that do direct membership organizing among low- and moderate-income people. ACORN also organizes in small towns in rural areas. When new staff are hired, they are usually sent for one to three months to one of the national training centers in Washington, D.C., Chicago, St. Louis, or New York. There, in company with several other new recruits, they work as apprentices on an ongoing organizing drive, and receive basic training in weekly seminars. After their initial training, they can return to the ACORN organization that hired them or be placed elsewhere. When recruits are unable to relocate, they are trained by local staff. ACORN puts a strong emphasis on learning by doing.

All ACORN organizers are expected to attend two regional meetings and one national meeting per year, which include training sessions and workshops. More experienced organizers can attend advanced training, where they learn to run a campaign and supervise staff.

ACORN is affiliated with the Institute for Social Justice (see listing under Training). ISJ provides training to ACORN leaders, and ACORN staff sometimes participate in the trainings.

MINNESOTA CITIZENS' ORGANIZATIONS ACTING TOGETHER

324 Hennepin Avenue East

Minneapolis, MN 55414

(612) 379-7811

Jon Youngdahl, Director

MN-COACT is a local organization, affiliated with the national Citizens' Action network, that does direct membership organizing among low and moderate income people in urban and rural settings.

New MN-COACT staff are probationary for the first six months. Their performance is evaluated after three months, and again after six months. Their six-month evaluation must be satisfactory for them to continue as paid staff. New staff receive supervision from experienced organizers for at least two hours a week. They are expected to keep written records of their work and their reflections, and to do a certain amount of reading in the theoretical and technical aspects of organizing.

Structured training for new staff includes: a one-day training session on power and self-interest by the director, a one-week training session at Midwest Academy (see listing under Training Courses), and several subsequent day-long trainings by MN-COACT staff.

III. INTERNSHIPS

An internship is a job a student does for academic credit. The student may or may not be paid, in addition. Typically, a student can only get credit for one quarter (ten weeks) or one semester (fifteen weeks) of work. Some professional programs require nine-month internships. Information is given below for organizers seeking to recruit interns and for students looking for internships in organizing. Following these sections are listings of college internship offices and contacts.

For the Organizer: How to Recruit an Intern

WHAT TO EXPECT FROM AN INTERN

Before deciding you want to recruit an intern, you should have a clear idea of what an intern can and cannot provide to your organization. An intern may or may not have any background or experience in organizing or in the issues with which your organization deals. As a student, s/he is looking for a good learning experience, not just an opportunity to do grunt work for a good cause. S/he is particularly interested in getting good supervision, and learning what your job is like, and whether s/he would eventually like to do something similar. A student who is really committed to becoming an organizer will be most likely to understand and accept the hard work involved.

When students are paid, they are more likely to commit longer hours and to stay for an entire year. Students in professional programs that require internships may also make a longer commitment. For example, social work students at both the undergraduate (BSW) and graduate (MSW) level are required to do two internships, each about 450-500 hours (see p. 44 for contacts). Students at the Humphrey Institute of Public Affairs, University of Minnesota, are also required to do an internship (see p. 44 for contacts). Typically, a handful of students every year from social work and public policy are interested in community organizing.

When students are only receiving academic credit, they typically work ten to twenty hours a week for one academic term. A few committed students might continue even if they are no longer receiving academic credit, but it's not the norm. If students can write up another internship description sufficiently different from the first to be eligible for a second term of credit, they may be interested in continuing. Students at Metro State University (MSU) can receive up to three terms worth of credit for one internship (see p. 39 for contacts).

In order to be "credit-worthy," the internship must be a learning as well as a work experience. Schools and individual programs and departments vary widely in what they consider credit-worthy. Usually, the student interested in the internship will take responsibility for writing a learning plan, but you may be asked to help the student define the kinds of learning they will do with your organization. Some schools or departments also have specific requirements about the percent of a student's time that must be devoted to learning and/or professional activities. In other words, they limit the amount of time you can expect an intern to do grunt work. It's important for both you and any prospective interns to be quite clear about your expectations in this regard.

The Metro Urban Studies Term of HECUA provides students with an entire semester's immersion in urban studies, including a twenty-four-hour per week internship with a community organization. In an attempt to make this internship more attractive to sponsoring organizations, HECUA plans to develop special relationships with a few organizations, whereby HECUA will guarantee a student for fall term and for spring term on an ongoing basis. The organization will be working with different students each term, but will have the security of a steady supply of interns (see p. 36 for contacts).

Most schools in the metro area are on the semester or 4-1-4 (Sept-Dec; Jan interim; Feb-May) system and can do part-time internships during fall or spring term, or a full-time internship for the month of January. The University of Minnesota, Metro State University, and Luther Northwestern Seminary are on the quarter (ten-week) system. Internships, however, needn't always coincide with the academic calendar.

HOW TO SELL YOUR INTERNSHIP

Make Contacts

If you'd like to get an intern, but don't have a lot of time to recruit one, just send a job description to all the internship offices listed in this section. Most of the schools have a special form, but they're only meant to serve as guidelines. One generic job description can be sent to all the schools.

If you have a little more time, perhaps the most effective way to find a student intern is to make contact with a faculty person with an interest in community organizing and/or contact with students who might be interested. Particularly at smaller schools, the faculty tend to know their students fairly well, and will have a good idea of students who are not only interested, but well-qualified for an internship in organizing. A list of faculty is included in the description of each school internship program. If you have yet more time, develop a contact in the internship office as well. Faculty and internship coordinators do a lot of advising; they tend to steer students to organizations that they know well.

Advertise Funding

Many students are paid, at least a small stipend, for internships. This makes it somewhat harder for nonprofit organizations to recruit interns. A number of scholarship and work-study funds are available, however, for students who take internships in nonprofit organizations. Since your organization is a nonprofit, you can list your internship as scholarship or work-study eligible. Be ready to provide students with the information they need about your organization to apply for funding. Remember that after reading this directory, you may be more aware than the students themselves about what kinds of funds are available to them. Look at the section Funds for Internships and the listings for individual school internship programs for details about funding. In order to be eligible for community service work-study funds, your organization cannot be involved in partisan politics. If your organization is affiliated with a 501(c)(3) organization, the intern may be able to be paid under their auspices.

Advertise Professional Training

Internships are becoming increasingly popular as career preparation. Most schools are much more open than they were ten years ago to the idea of "experiential learning." Hamline University even requires its students to do an internship before graduating. In advertising an internship position in community organizing, it's valuable to highlight the professional job training an intern will receive. Enumerate the particular skills a student will gain from training as an organizer. For students in professional programs that require internships, a good training experience is more important than a stipend.

For the Student: How to Find an Internship in Community Organizing

FINDING THE RIGHT PLACEMENT

If you already know what kind of organizing experience you'd like to get, and have an organization in mind, call them up to see what you can arrange. If you're interested in organizing or working for social justice, but don't know that much about it, check with your school's internship office to see what organizing internships they have listed. For a general overview of the kinds of organizing opportunities available, contact one or more of the local networks (p. 57) or call one of the people listed under Other Contacts (p. 59). These contacts are knowledgeable about organizing and about the range of organizations in the Twin Cities. They can help clarify what kind of organization is right for you and can save you time by directing you to organizations that are currently interested in having student interns.

It may help you to focus your search somewhat if you know a little bit about the different approaches to organizing. It is convenient, although somewhat oversimplified, to categorize organizing into four main types: 1) institutional, 2) constituency, 3) issue, and 4) geographic.

1. Under the institutional model, organizers recruit entire institutions, such as churches, neighborhood organizations, or unions, at a time. You can't belong as an individual, only as a member of an institution that is a member of the organization. For example, the Joint Ministries Project (JMP) in Minneapolis consists of several churches and one neighborhood organization. The main purpose of institutional organizing is to build long-term, stable, powerful organizations. Unlike coalitions, which end whenever a particular issue or campaign ends, institution-based organizations require long-term commitments to a broad range of projects and issues. This organizing approach puts primary emphasis on leadership development and relationship-building.
2. Constituency organizing is typically direct-membership organizing. Members of a particular constituency: tenants, differently-abled, senior citizens, people with low incomes, etc., are recruited to participate in campaigns focused on issues specifically of interest to them. They may or may not form short-term coalitions with other organizations for specific efforts, but they do not make organizational commitments to put their resources to work for issues other than their own.
3. Issue organizing doesn't require membership in a particular constituency, but does require enthusiasm for one or a few particular issues. Examples are environmental, housing, peace issues. Some organizations do organizing, others do education, lobbying or solidarity work.
4. Geographic organizing is really a kind of constituency organizing in which the constituency is all the people who live or work in a certain geographic area, such as a community or a neighborhood. In the Twin Cities, particularly in St. Paul, neighborhood organizations may provide a combination of organizing and social services. For example, an organization may organize neighbors to prevent siting of a garbage transfer station in their neighborhood, or to get more police protection. It may also provide regular services such as tutoring, job services for senior citizens, and activities for children. If you're interested in organizing, make sure you find a neighborhood organization that does organizing, not just community service. Also make sure that you'll get lots of opportunities to observe your supervisor and get thoughtful, careful supervision of your work.

FIND OUT ABOUT FUNDING

Very few community organizations can afford to pay stipends for interns. If you need funding in order to take an internship, try to get a scholarship or work-study grant through your school or another program that offers assistance to people working in nonprofit organizations. The next section highlights some of the funds available. Also look at your school's listing to see what funds it has for you.

BE REALISTIC ABOUT ORGANIZING

Organizing is a tough and challenging job. Organizers work with limited resources, high demands and short timeframes. If you're serious about organizing, you should be ready to take on some of this hard work as an intern. And the work isn't always glamorous. Everyone in the organization, including the director and the lead organizer, has to do some routine work: calling people to attend a meeting, publicizing an event. When you make a learning contract, be sure that both you and your prospective supervisor are in agreement about the percentage of your time that will be devoted to routine work.

In addition, you need to be aware that organizing is mainly a process of relationship-building. If you only want to work for three months, you can't expect to get very involved in this work. Instead, you should think of your internship as a chance to tag along with an experienced organizer, and watch him or her work. You may also be asked to work on research projects for the organization. If, however, you're really determined to get experience as an organizer, think seriously about making a longer commitment, of six to nine months. With that amount of time, you can get involved in the more exciting and challenging work of recruiting new members and developing leaders.

Funding for Internships

BREMER SCHOLARSHIP

Nonprofit organizations apply to the Minnesota Council of Nonprofits for an undergraduate intern. The Council chooses twenty-five organizations each year to receive the services of an intern, full-time for ten weeks. The Council notifies all college internship offices of the selected organizations, and students apply directly to those organizations. The Council pays the interns \$5.75/hour. To be eligible for the Bremer grant, an organization must design a discrete project that an undergraduate student can complete in ten weeks. The project must provide the student with a valuable learning experience. Advocacy, research, publicity and marketing projects have been funded in the past.

Application Procedure: In 1991, applications were due February 9. Interns were scheduled to work June 3-August 23. To apply for 1992, call or write: Bremer Nonprofit Internship Program, Minnesota Council of Nonprofits, 2700 University Avenue West, Suite 250, St. Paul, MN 55114, (612) 642-1904.

COMMUNITY SERVICE/WORK STUDY

Nonprofit organizations that provide human services and/or work with disadvantaged populations are eligible to have student employees through the Community Service/Work Study Program. The organization sets the student's pay rate, and the student's work study funding pays a certain percentage of that salary. At the University of Minnesota, the organization must pay 45 percent of the salary. Macalester College and the College of St. Catherine pay the full cost of student employment for a limited number of students. The organization generally must provide workers' compensation for the student. Only students who are eligible for work study money as part of their financial aid package can apply for these jobs. Both graduate and undergraduate students can receive work study funds.

Application Procedure: Each school has its own application procedure. In general, you can apply by calling the internship office. At the University of Minnesota, call the Community Service Program at 624-4814. At the College of St. Catherine, community service funds are available to fund a student's entire salary for one semester. For information about this program, call Beth Duschere at 690-6510.

PART ONE/INTERNSHIPS

URBAN CORPS

Some students are eligible for funding through the Urban Corps. They are paid a stipend of \$5.75/hour. For information about this program call Fran Hormel, Twin Cities Urban Corps, 673-3027.

SAMUEL HUNTINGTON PUBLIC SERVICE AWARD

\$10,000 stipend for graduating seniors to do public service anywhere in the world. Awardees design their own proposal or work with established public service organizations. 1991 deadline: February 15. Contact: The Samuel Huntington Fund, Attn: D.F. Goodwin, 25 Research Drive, Westborough, MA 01582, (508) 366-9011.

OTHER

The Office of Special Learning Opportunities (OSLO) of the University of Minnesota gives scholarships to about seven to ten undergraduate students per quarter for unpaid internships. In addition, Undergraduate Research Opportunity Program (UROP) grants can be used to fund internships with a research component. For more information about these programs, see the listing under University of Minnesota, OSLO (p. 42).

The Internship Offices

The following list includes the internship offices, career services centers, and other student organizations that have contact with students interested in internships in the community. It is not a complete listing of all area schools, but rather a list of schools that are more likely to have a few students interested in organizing. Also listed are names of faculty who are most likely to have contact with interested students.

AUGSBURG COLLEGE
731 - 21st Avenue South
Minneapolis, MN 55454
General Information: (612) 330-1234

Profile

Private liberal arts college. In 1991, beginning a graduate program in social work (MSW).

Internship & Cooperative Education Office, 330-1148

Gary Hesser, Director of Cooperative Education, 330-1664

Mary Laurel True, M.S.W., Assistant Director

Susan Giguere, Internship Coordinator, 330-1148

Academic Calendar 4-1-4

Cooperative Education

Paid, college-monitored work experience. No academic credit. Work can be part-time all year, full-time for a semester, or other variations thereof.

Academic Internship

For-credit. Usually a time commitment of ten to twenty hours/week for a semester or a total of 140-160 hours. Students must work at least ten hours per week for a semester, or full-time during interim (January) to get academic credit. Students must establish a learning contract acceptable to a faculty member and their work supervisors. Can be paid or unpaid. Co-op education positions can be used for credit.

Work Site Requirements

Students are responsible for defining their internship to be eligible for academic credit. The work supervisor is generally expected to do a written or verbal evaluation of the student.

Application Procedure

To list an internship opportunity, call the Internship and Cooperative Education Office (330-1148) or send a description of the internship to the office. Students follow up directly on internships that interest them.

Funding

Augsburg has no special scholarship money available for students in unpaid internships. Students who meet financial eligibility requirements can get community service work study money or money from the Urban Corps. See Funding for Internships for details.

Department of Social Work

Mary Lou Williams, Chair, Department of Social Work, 330-1157
Kathy Behrens, Director of Field Placements, 330-1763

Internship Requirements

Interns must complete 560 hours over two trimesters, or as a block placement during the summer. Student who enter the program with advanced standing (already possessing a BSW) only take one internship. All other students must complete two internships.

The first internship can be a general placement, the second must be in the student's chosen concentration. Augsburg offers two concentrations: 1) Family and 2) Program Development, Administration, Social Policy and Research. Presumably, students in the latter concentration would be the most suitable candidates for internships in community organizing.

Work Site Requirements

1. The site should have "a sound community reputation, a responsible administration, and provide valid social services related to the needs of its service community."
2. The internship should be 560 hours, which the student can complete either by working part-time, from September to May, or full-time for a summer.
3. The work supervisor should have an MSW. Alternatively, the student could arrange to meet every three weeks with someone affiliated with the organization who has an MSW. (Note: It's not clear how firm this rule is, or whether a student couldn't make arrangements with a sympathetic faculty member for supervision, but this would probably be determined case by case.)
4. The work supervisor should have a minimum of three years professional practice experience.
5. The supervisor must be willing to train students, have time for adequate supervision, and meet with students individually for one-half hour weekly.

CAMPUS OUTREACH OPPORTUNITY LEAGUE

386 McNeal Hall
University of Minnesota
St. Paul, MN 55108-1011
(612) 624-3018

Contact

John Wallace (Philosophy), Chair, 625-2868 or 625-6563

Profile

A national nonprofit organization, headquartered on the St. Paul Campus. COOL's purpose is to promote student involvement in community service. Its two current projects are: Mixing It Up, an attempt to involve students of color in community service projects, and Teaming Up, an attempt to integrate community service into academic coursework.

Services

COOL could be seen as an internship office, a place to advertise for interns interested in community organizing. Their work focuses on getting students involved in short-term service projects, with the hope that students will be motivated to get involved in other activities later.

Publications

Campus Outreach: The Newsletter about Student Community Involvement. Bimonthly. Lists awards, grants, and internships related to community involvement.

COLLEGE OF ST. CATHERINE
2004 Randolph Avenue
St. Paul, MN 55105
General Information: (612) 690-6000

Profile

Undergraduate, Catholic, women's, liberal arts college. In 1991, just beginning a graduate program in social work (MSW).

Community Service Careers Project, 690-6510

Ellen Richter-Norgel, Assistant Director, Internship Coordinator, 690-6510

Academic Calendar 4-1-4

Internship Requirements

The hourly requirement depends on the number of credits for which the student registers. For fall and spring semester, or fall, winter, and spring trimester: 150-160 hours = four semester credits, 75-80 hours = two semester credits.

Work Site Requirements

Provide orientation and training to intern, provide adequate supervision, and complete mid-semester and final written evaluations. Provide student with letter of recommendation, if requested. Intern's job description should not include more than 20 percent routine work, as the internship is meant to be a meaningful learning experience.

Application Procedure

Complete the Internship Notice form and mail it to the Career Services Office. Keep in touch with the internship coordinator to identify potential interns, and be willing to modify your program as needed. Students will apply directly to your organization.

Funding

St. Catherine's has received a large community services grant to fund internships in community service. Any nonprofit community organization would qualify. Therefore, when filling-out Internship Notice, make a note under "Compensation" that your organization is eligible, and that interested students should contact you for help applying for the scholarship. Contact: Beth Duschere, Community Service Careers Project, 690-6510.

In addition, eligible students can receive work study or Urban Corps money for working in a nonprofit organization.

Department of Social Work

Barbara Shank, Director, 690-6704
Susan Cochrane, Director of Field Placements, 690-6709

Faculty Contacts for Community Organizing

Dorothy VanSoest, Department of Social Work, involved in peace and justice organizations.
Brian Fogarty, Sociology, HECUA Urban Studies contact, 690-6708.

HAMLIN UNIVERSITY
1536 Hewitt Avenue
St. Paul, MN 55104
General Information: (612) 641-2800

Profile

The undergraduate liberal arts college of Hamline University has an internship requirement. Some students can fulfill this requirement through special coursework, but the majority of students take off-campus internships.

Career Planning Center, 641-2056

Dan Heartl, Internship Director

Academic Calendar 4-1-4

Internship Requirements

Students usually work ten to twenty hours per week for fifteen weeks, or 150-300 total hours. Requirements vary by department. Interns in political science must work fifteen hours per week and meet with their faculty advisor once a week.

Work Site Requirements

Vary by department.

Application Procedure

Send job description to Career Planning Office, including: nature of the work, required qualifications of student, hours per week, duration of internship, and whether there's a stipend. Students apply directly to your organization.

Funding

No special funding. Eligible students can apply for community service or Urban Corps funds.

Faculty Contacts

Cynthia Cone, Anthropology. Department Chair, 641-2247.

Karen Vogel, Political Science. Coordinates internships at the legislature. Occasionally has students who are interested in community organizing. Internship listings can be sent directly to her: Karen Vogel, Box 1620, Department of Political Science, Hamline University, 1536 Hewitt Avenue, St. Paul, MN 55104, 641-2973.

HIGHER EDUCATION CONSORTIUM FOR URBAN AFFAIRS (HECUA)

Metro Urban Studies Term (MUST)
HECUA at Hamline University, Mail #36
1536 Hewitt Avenue
St. Paul, MN 55104-1284
(612) 646-8831

Contacts

Nadinne Cruz, Executive Director, 646-1348
Musa Moore-Foster, MUST Director, 646-8831
Jodie Bantley, Internship Coordinator, 646-2986

Founded 1968

Profile

HECUA is a nonprofit organization with board members from seventeen Upper Midwest colleges. The Metro Urban Studies Program is a semester-long program that links urban studies to work in a community organization. Students must work twenty hours/week for an organization of their choice, and participate in seminars and field study. Students pay a fee equivalent to a semester's tuition at their college of enrollment and receive college credit for the program.

Academic Calendar Fall: September—December; Spring: February—May

Services

HECUA-MUST can provide interns as twenty hours/week for fifteen weeks. The interns are concurrently learning about social and political issues that affect the Twin Cities, and meeting with other MUST students in seminars. Past interns have worked in organizing and advocacy positions with community organizations. Typically fourteen to twenty students participate in each MUST semester. On occasion, HECUA may pay site supervisors.

Application Procedure

Send job descriptions to Musa Moore-Foster, MUST Director. Make sure to apply for interns well in advance of the term in which you want an intern.

Faculty Representatives

Augsburg College: Garry Hesser, Sociology (612) 330-1148.
Carleton College: Elizabeth Ciner, Associate Dean (507) 663-4300; Angelique Dietz, Off-Campus Studies Advisor (507) 663-4031.
College of St. Catherine: Brian Fogarty, Sociology (612) 690-6708.
Concordia College: Donald Epps, Political Science (612) 641-8822.
Gustavus Adolphus College: Ruth Mason, Director of International Affairs (507) 931-7545.
Hamline University: William Kimes, Theater/Communication Arts (612) 641-2297.
Macalester College: Peter Rachleff, History (612) 696-6371.
St. John's University: Jil Farry, Director of Internships (612) 363-5300.
St. Mary's College: Karen Towers, Director of Internships (507) 457-1453.
St. Olaf College: Solveig Zempel, Norwegian (507) 663-3471.
University of Minnesota: Chip Peterson, Foreign Study Coordinator (612) 624-4808.
University of St. Thomas: Steve Hoffman, Political Science (612) 647-5670.

LUTHER NORTHWESTERN SEMINARY

2481 Como Avenue

St. Paul, MN 55108

General Information: (612) 641-3456

Contact

Randy Nelson, Internship Director, 641-3259

Profile

Private Lutheran seminary.

Academic Calendar

Ten-week quarter system.

Internship Requirements

All Luther students have to complete an internship with an ordained Lutheran minister in a church setting. They can, however, do other internships as independent studies, for which there are no specific requirements.

Work Site Requirements

No particular requirements for independent study.

Application Procedure

Send job description to Internship Coordinator.

Funding

None available through seminary. Seminary students may qualify for internship funding, however, through the Urban Ministries' Internship Program of the Fund for Theological Education (FTE). For more information contact the FTE at 475 Riverside Drive, Suite 832, New York, NY 10115-0008 or (212) 870-2058.

PART ONE/INTERNSHIPS

MACALESTER COLLEGE
1600 Grand Avenue
St. Paul, MN 55105-1899
General Information: (612) 696-6000

Profile

Private liberal arts college. Generally progressive student body.

Career Development Center

Denise Ward, Internship Coordinator, 696-6384.

Academic Calendar 4-1-4

Internship Requirements

Ten to twenty hours per week for a semester.

Work Site Requirements

Supervision, formal evaluation of intern at midpoint and conclusion of internship.

Application Procedure

If internship has a specific starting date, apply at least a full semester before you want an intern. Use Macalester "Internship Position Description," available from Career Development Center. Students will apply directly to your organization.

Funding

Macalester will pay a student's full work-study award for work in a nonprofit organization, so long as the organization:

"is not involved in the construction or operation of a facility used for sectarian instruction, or as a place of worship and not involved in any partisan or non-partisan political activity associated with a candidate, or contending group, in an election for public or party office."

...i.e., no electoral politics. Organizations listed with the Twin Cities Urban Corps (TCUC) all qualify as work-study sites. Students make \$5.75/hour at TCUC sites and \$5/hour at other sites.

MACTION

Karen Trail-Johnson, Coordinator, 696-6440.

MACTION is a student organization similar to U-CAN at the University of Minnesota. It sets up short-term volunteer activities for students and student groups. Its main use would be as a second site to advertise an internship, that might catch the eye of someone who didn't go to the Career Development Office.

Faculty Contacts

Peter Racleff, History. Teaches labor history. Contact for Chicago Urban Studies Term, HECUA's Metropolitan Urban Studies Term, 696-6371.

Leslie Vahn, Political Science. Requires internships in some of her classes. Works with Project Public Life, 696-6478.

Ruth Anne Krurth-Shea, Education. Works with Project Public Life, 696-6035.

METROPOLITAN STATE UNIVERSITY

St. Paul Center
Suite 121, Metro Square
121 Seventh Place E.
St. Paul, MN 55101
(612) 296-3875

Minneapolis Center
730 Hennepin Avenue
Minneapolis, MN 55403
(612) 341-7250

Profile

MSU targets older students. The average age of MSU students is thirty-four and 87 percent work full- or part-time. Emphasis on integration of academic and practical learning. Students have previously done internships with the St. Paul district councils, neighborhood Crime Watch groups, and their own neighborhood organizations. MSU has one of the more active recruiting programs for students of color. The school hopes to develop more courses with an internship component, especially in human services. In Fall 1992, they will begin offering undergraduate social work (BSW) program, which will have a required internship.

Internship Resource Center, 296-6034

Suite 259, St. Paul Center
121 Seventh Place E.
Jane Rauenhorst, Assistant Professor, Internships/Experiential Learning, 373-2700
Mitzi Heath, Community Service Internship Coordinator, 297-3603

Academic Calendar

Ten-week quarter system, flexible scheduling.

Internship Requirements

Internships are recommended but not required. Students must work 100 to 200 hours per competence (like a credit). Students can earn one to three competencies per internship, but each competence must be in a different subject. Internships may be one quarter (ten weeks) to one year.

Work Site Requirements

Negotiate internship objectives with student and MSU staff, supervision, written final evaluation.

Application Procedure

Fill out "Internship Placement Information" form and send it to the Internship Resource Center. Students apply directly to your organization.

Funding

Community service funds available for internships in non-profit agencies. MSU pays site supervisors \$100/competence earned by the student.

Faculty Contacts

Mary Martin, MSW. Member of Bertha Capen Reynolds Society. Teaches human services course with internship component, 373-2731.

Tom O'Connell. Teaches labor history and community organizing courses. Has taught HECUA urban studies course, 297-2906.

NATIONAL YOUTH LEADERSHIP COUNCIL
1910 West County Road B, #216
Roseville, MN 55113
(612) 631-3672
Jim Kielsmeier, Director

Profile

NYLC is a St. Paul-based organization that works with school-age and college students in Minnesota, New York, and a few other states. NYLC conducts leadership training courses for students and for trainers of student leaders.

Services

NYLC could be seen as an internship office, a place to advertise for interns interested in community organizing. As they train students for service and leadership, they may encounter some students interested in community organizing.

Publications

The Generator: National Journal of Service-Leadership, quarterly. A place to advertise internships.
Directory of Minnesota Campus Service and Service-Learning Programs.

UNITED THEOLOGICAL SEMINARY
3000 Fifth Street NW
New Brighton, MN 55112
General Information: (612) 633-4311

Profile

United Church of Christ seminary.

Contextual Studies

Dr. Lance Barker, Director, 633-4311

Academic Calendar

Students can do year-long (nine-month) part-time internships, or full-time summer internships.

Internship Requirements

At least 400 hours experience in ministry or human services. A student can choose to spend a full year working in ministry or human services, usually the year before the final year of school.

Work Site Requirements

Summer: A stipend of \$175-200/week plus housing and utilities, plus on-the-job expenses. Part-time: \$7.50-8.00/hour. For full-year, full-time (twelve months) internships, a stipend of \$8,500 is recommended. Supervision: direct supervision for one hour/week, final evaluation.

Application Procedure

Write to the Contextual Studies Program for an application. Interested students apply directly to your organization.

Funding

None available through seminary. See, however, the note on the Urban Ministries' Internship Program of the Fund for Theological Education (p. 37).

UNIVERSITY OF MINNESOTA

Profile

Undergraduates coordinate internships through OSLO, graduate students usually through their programs. Most undergraduates don't form close connections with faculty because classes are too large.

Academic Calendar

Ten-week quarter system

OFFICE OF SPECIAL LEARNING OPPORTUNITIES (OSLO)

220 Johnston Hall
101 Pleasant Street, S.E.
Minneapolis, MN 55455
Carl Brandt, Director, 624-7577

Profile

OSLO is the University's internship office. It mainly serves undergraduates in the College of Liberal Arts (CLA) although students in other colleges and graduate students can use it to find internships.

Internship Requirements

Hourly and academic requirements are determined by departments and/or individual faculty in the case of for-credit internships. OSLO staff work with students to help them design learning contracts that meet academic requirements. Students in speech and journalism cannot get academic credit for internships.

Work Site Requirements

Will vary by department.

Application Procedure

Send a description of the internship position to OSLO. Students will contact your organization directly. Internships are listed in booklets in the OSLO office. New internships are listed in a weekly bulletin sent to many departmental offices.

Funding

OSLO provides about seven or eight grants of \$750 to undergraduate students with unpaid internships. The grant is non-renewable, and students must be working on an academic project for which the internship is the base.

Another possible source of funding is the Undergraduate Research Opportunity Program (UROP). Students can pick up UROP applications at OSLO. Grants are \$750 plus up to \$250 for expenses. Grants are non-renewable, although students can reapply with different projects. UROP funds may be a long shot but may also be somewhat underused. If you want an intern to help you do research about your community or issue, mention the UROP grant in your job description.

UNIVERSITY COMMUNITY ACTION NETWORK (U-CAN)

424 Walter Library
University of Minnesota
Minneapolis, MN 55455
626-2044

Profile

U-CAN is a student organization that promotes community service. U-CAN organizes groups of students to work together on a project, with one or two students serving as coordinators. The site coordinators work at the site, but also mentor other students working there. They are responsible for orienting new volunteers and leading group reflection sessions. It's possible that a group of students would be willing to do a short-term organizing project, such as updating a block club list, helping with turn-out for a meeting, etc.

Application Procedure

Call U-CAN or send a job description, indicating how many students you want, for how long and for what project. It should be a discrete, short-term task. U-CAN is particularly fond of projects relating to at-risk youth, hunger, or homelessness.

COMMUNITY SERVICE/JOB LOCATION AND DEVELOPMENT (CS/JLD)

Student Employment Center
120 Fraser Hall
106 Pleasant Street, S.E.
Minneapolis, MN 55455
Troy Harper, Director, 624-4814

Profile

This is the office to contact if you want to apply for a student worker through Community Service funding. Any non-profit organization is eligible, and it is not necessary to have 501C-3 status, according to the Director. CS/JLD jobs are posted on the bulletin board outside 120 Fraser, along with all other student job postings.

Application Procedure

Call the office for an application, which includes a Job Posting Information sheet and a contract. Complete these and return to the office. Processing can take as few as three to five days. Students eligible for work study can apply for these jobs and will apply directly to your organization.

PART ONE/INTERNSHIPS

HUMPHREY INSTITUTE FOR PUBLIC POLICY

Internship Program, #254
301 - 19th Avenue South
Minneapolis, MN 55455
Lynn Schumann, Coordinator, 625-2847

Internship Requirements

The M.A. in public policy requires one internship, usually three months full-time, or else part-time during the school year. Most students are looking for paid internships but some have done internships in community organizations, such as the Powderhorn Neighborhood Association.

Work Site Requirements

No specific supervision requirements. Job must be professional level work, give students contact with a professional network.

Application Procedure

Send job description to Intern Office. Students apply directly to your organization.

Funding

No funding available.

SCHOOL OF SOCIAL WORK

400 Ford Hall
University of Minnesota
Minneapolis, MN 55455
Nancy Johnson, Field Director
Maura Sullivan, Assistant Field Director, 624-1080

Internship Requirements

Beginning MSW students are required to complete two 480-hour internships. Advanced placement (already possess BSW) students must complete one internship. The first internship is a general placement, the second (or advanced standing) internship must be in the student's concentration. The School has two mental health concentrations and one concentration in Management/Administration/Policy.

UNIVERSITY OF MINNESOTA FACULTY CONTACTS

Ron Aminzade, Sociology. Directed dissertation on community organizing on the West Bank, 624-6509.
Harry Boyte, Research Fellow, Humphrey Institute. Director, Project Public Life. Author of *The Backyard Revolution*, 625-5509.
Mary Dietz, Political Science, 624-0597.
Lisa Disch, Political Science. Works with Project Public Life, U-CAN Hunger and Homelessness Project, 624-4144.
Sara Evans, History. Author of *Personal Politics*, 624-9330.
Jim Farr, Political Science, 624-9337.
Linda Jones, School of Social Work. Teaches Women and Public Policy course, 624-2398.
Elaine May, Dean, College of Liberal Arts, 624-5701.
Fred Smith, Program Coordinator, Center for Urban and Regional Affairs, 625-1551.

Maura Sullivan, School of Social Work. Assistant Field Director. Teaches Peace and Justice course, 624-1080.

John Wallace, Philosophy Department, Chair of Campus Outreach Opportunity League. Teaches seminar on justice, with internship requirement, 625-2868.

Esther Wattenberg, School of Social Work, Center for Urban and Regional Affairs. Teaches community organizations course in Social Work, 624-7801, 625-1551.

PART ONE/INTERNSHIPS

UNIVERSITY OF ST. THOMAS
P.O. Box 5020
2115 Summit Avenue
St. Paul, MN 55105
General Information: (612) 647-5000

Profile

Private Catholic university.

Career Services

Patricia Brinton, Career Specialist, 647-5206

Karie Carlson, Internship Coordinator

Academic Calendar

Semester

Internship Requirements

Vary with department. Students usually work fifteen to twenty hours per week for a semester or full-time during the summer.

Work Site Requirements

Vary with department.

Application Procedure

Send job description to Career Services Office. Students apply directly to your organization.

Funding

No special funding available. Eligible students can apply for Community Service or Urban Corps money.

Faculty Contacts

Steve Hoffman, Political Science. Faculty contact for HECUA's Metro Urban Studies Term (MUST), 647-5670.

Jamie McDonell, Volunteer Coordinator, Office of Campus Ministry, 647-5713.

IV. VOLUNTEER SERVICES

VISTA (Volunteers in Service to America), is perhaps the best-known long-term volunteer program. Other long-term volunteer programs are church-affiliated programs that place volunteers for one to two years. VISTA volunteers are paid a stipend from the VISTA program. Organizations that hire church-affiliated volunteers must provide their stipends, room and board, and medical insurance. The cost to an organization to have such a volunteer is about \$6-8000 per year. In applying for a volunteer, an organization can specify minimum job qualifications, but generally volunteers come with no special training in community organizing. In other words, a volunteer is a low-cost, inexperienced staff person.

PART ONE/VOLUNTEER SERVICES

APOSTOLIC VOLUNTEERS

c/o Ministries Office

Sinsinawa, WI 53824

(608) 748-4411

(312) 342-1072

Sr. Mary Ann Mueninghoff, OP, Director

Kathy Conroy, Co-Director

Affiliation

Catholic. Dominican.

Local Contact

Ann Haleron, volunteer, Dominican Education Center for Women, 724-7920.

Duration

One to three years.

Placements

Teachers, counselors, nurses, community organizers, social workers, promoters of peace and justice.

Qualifications

"Mature men and women with strong Christian motivation, single or married, without dependents, 20 years of age or older, who are adaptable and are able to live and work well with others. Two years of college or work experience....Personal interview with Volunteer Program and with sponsoring organization required."

Benefits Provided by Volunteer Service

Orientation program in August. Volunteers meet two other times during the year.

Cost to Sponsoring Organization

Room and board. Stipend \$100 a month. Accident/hospital insurance. \$250 fee to Volunteer Program per volunteer. Negotiate transportation to and from spring evaluation weekend.

Application Deadline for Volunteers

None.

Application Deadline for Sponsoring Organizations

None.

Comments

Currently (1991) placing one volunteer in Minneapolis, at Dominican Center for Women. Would like to be able to place others in the area.

BRETHREN VOLUNTEER SERVICE

1451 Dundee Avenue
Elgin, IL 60120-1694
(708) 742-5100
Janet Schrock, Director

Affiliation

Brethren

Duration

Eleven months

Placements

Teachers, counselors, nurses, community organizers, social workers, peace and justice workers, advocates.

Qualifications

Volunteers must be at least eighteen, high school education or equivalent experience, willingness to examine and study the Christian faith, commitment to BVS goals of "working for peace, advocating justice, serving basic human needs, and maintaining the integrity of creation."

Expenses Paid by Volunteer Service

Transportation to project site. Medical expenses above \$200, up to \$25,000 per year. Life insurance.

Cost to Sponsoring Organization

Transportation home at end of project. Round-trip travel to Chicago for a BVS retreat. Up to \$200 medical expenses plus catastrophic medical insurance. Monthly stipend of \$45. Room and board. Reimbursement for use of personal car at rate of 20 cents per mile.

Application Deadline for Volunteers

None.

Application Deadline for Sponsoring Organizations

None.

PART ONE/VOLUNTEER SERVICES

JESUIT VOLUNTEER CORPS
P.O. Box 32692
Detroit, MI 48232
(313) 894-1140
Mark O'Hara-Fisher, Midwest Coordinator

Affiliation

Catholic. Jesuit.

Local Contact

Herb Frey, Alliance of the Streets. Had a Jesuit volunteer in 1990. Will have a Lutheran volunteer in 1992, 870-0529.

Duration

One year (begins in August).

Placements

Teachers, counselors, nurses, social workers, community organizers, workers in peace and advocacy, workers in parishes and neighborhood centers with the homeless, the mentally ill, children, refugees, and prisoners.

Qualifications

Volunteers must be twenty-one or older, single or married (without dependents). College education or work experience.

Benefits Provided by Volunteer Service

Orientation program. Workshops and retreats. Support team in each area for work with volunteers. Active alumni/alumnae association.

Cost to Sponsoring Organization

Room and board. Stipend. Health insurance. Transportation home at end of year. Approximately \$7-10,000.

Application Deadline for Volunteers

July 31

Application Deadline for Sponsoring Organizations

March 1

LUTHERAN VOLUNTEER CORPS

1226 Vermont Avenue, NW

Washington, D.C. 20005

(202) 387-3222

Julie Wakelee-Lynch, Program Director

Affiliation

Lutheran

Local Contact

Herb Frey, Alliance of the Streets, 870-0529.

Duration

One year

Placements

Social justice advocates, community organizers, health care workers, environmental workers, tutors, counselors, fundraisers.

Qualifications

Adults, twenty-one years or older.

Benefits Provided by Volunteer Service

Three retreats for the volunteers during the course of the year.

Cost to Sponsoring Organization

Assessment fee, stipend, insurance, travel. Total cost in 1991-92 will be approximately \$6,600-9,900.

Application Deadline for Volunteers

April 1, May 15, June 15

Application Deadline for Sponsoring Organizations

February 15

Comments

LVC will be placing volunteers in the Twin Cities for the first time in the fall of 1991. One volunteer will be working with Alliance of the Streets. The others will be working in social services. LVC expects about 20 percent of volunteers to be hired as full-time staff by their placements at the end of their year of service.

PART ONE/VOLUNTEER SERVICES

MENNONITE VOLUNTARY SERVICE

Box 347, 722 Main Street

Newton, KS 67114

(316) 283-5100

David Orr

Affiliation

Mennonite

Duration

Two year commitment preferred.

Placements

Social work, education, child care, peace education, community organization, youth work, senior services, housing rehabilitation, prison ministry, refugee assistance, emergency aid, others.

Qualifications

At least eighteen, single or married. Limited positions for applicants with dependent children. Educational requirement: depends on placement.

Benefits

Room and board. Stipend \$40-65 per month. Comprehensive medical/dental/optical coverage. Education grants, long-term allowance. Orientation (four times annually). Transportation to and from site.

Application Deadline for Volunteers

None. Screening takes four to eight weeks.

Application Deadline for Sponsoring Organizations

None

UNITED CHURCH BOARD OF HOMELAND MINISTRIES

475 Riverside Drive, 10th Floor

New York, NY 10115

(212) 870-2100

Carl Bade, Director

Affiliation

United Church of Christ

Duration

One year

Placements

Youth and senior programs, community organizing, hunger and peace organizing, others.

Qualifications

Adults

Benefits Provided by Volunteer Service

Limited illness and accident insurance.

Cost to Sponsoring Organization

Monthly stipend of \$50. Room and board. \$65.70 for medical insurance. Transportation costs on the job, and transportation home from site. Note: Some UCC conferences and local churches have financial aid programs to assist volunteers. Inquire directly to conference or church where potential volunteer lives.

Application Deadline for Volunteers

None. Two months to process.

Application Deadline for Sponsoring Organizations

None

PART ONE/VOLUNTEER SERVICES

VOLUNTEERS IN SERVICE TO AMERICA (VISTA)

Minnesota State ACTION Office

431 South 7th Street, Suite 2480

Minneapolis, MN 55415

Affiliation

Federally-funded volunteer program.

Local Contact

Robert Jackson, State Program Director

Duration

Two years

Placements

Mainly literacy and social service programs. The Minnesota Senior Federation has a VISTA position for an organizer. Community Action for Southern Hennepin (CASH) has a VISTA position in community development.

Qualifications

College education, twenty-one years old, male or female, no dependents.

Benefits Provided by Volunteer Service

Stipend, room and board, health insurance.

Cost to Sponsoring Organization

None, other than cost of supervising the volunteer.

Application Deadline for Volunteers

Ongoing recruitment.

Application Deadline for Sponsoring Organizations

None

Comments

VISTA is currently a long-shot for community organizers because the new federal money for VISTA is targeted at literacy programs. But it may be worth a phone call to see if your organization is eligible.

PART TWO: RECRUITMENT AND REFERRAL NETWORKS

I. NATIONAL NETWORKS

Several of the training organizations listed in Part One that reach a national audience have developed networks of affiliated community organizations. In many cases, they are able to use these networks to help new trainees find jobs as organizers. The referral system is informal in that trainees are not guaranteed job placement. Given the shortage of trained organizers around the country, however, successful completion of a training course, particularly one of the more extended internship or apprenticeship programs, coupled with a willingness to relocate, is a fairly good guarantor of a job. The training organizations with national networks are listed below; look in Part One for addresses.

- Association of Community Organizations for Reform Now (ACORN)*
- Center for Third World Organizing (CTWO)
- The Gamaliel Foundation
- Industrial Areas Foundation (IAF)**
- Midwest Academy (Citizens' Action Network)
- Organize Training Center (OTC)
- Pacific Institute for Community Organizing (PICO) Rural Organizing Networks

* See listing in Part One, Section II, Apprenticeships.

** The IAF, founded by Saul Alinsky, is one of the more famous organizing networks in the country. It is not listed in Part One because it does not work in Minnesota. People interested in relocating can contact the IAF to arrange an apprenticeship. Write or call: Industrial Areas Foundation, 36 New Hyde Park Road, Franklin Square, NY 11010, (516) 354-1076, Edward Chambers, Executive Director.

PART TWO/NATIONAL NETWORKS

The following organizations do not provide special training programs in organizing, but may be good contacts for information about rural organizing issues, jobs, etc. (see also Other Contacts, p. 59).

Center for Rural Affairs
P.O. Box 405
Walthill, NE 68067-0405

Rural Development Leadership Network
P.O. Box 98
New York, NY 10012
Provides leadership training for rural organizations with high minority involvement.

Rural Organizing and Cultural Center
103 Swinney Lane
Lexington, MS 39095

II. LOCAL NETWORKS

The Twin Cities have no formal organizations that offer training courses in community organizing. There are, however, numerous opportunities for internships, apprenticeships, and jobs in organizing. This section includes a number of organizations and networks that are good sources of information about jobs in organizing.

ASSOCIATION OF PROFESSIONAL COMMUNITY ORGANIZERS (APCO)

P.O. Box 65481
St. Paul, MN 55165

APCO is an organization open to community organizers, directors and staff of neighborhood organizations, and housing development staff. They meet to discuss issues in organizing, provide mutual support, and put together training workshops.

CENTER FOR URBAN AND REGIONAL AFFAIRS (CURA)

University of Minnesota
330 Humphrey Center
301 - 19th Avenue South
Minneapolis, MN 55455
(612) 625-1551

CURA conducts research on a variety of urban issues, including neighborhood organizing and development. Publications available from CURA include: *Who's Organizing the Twin Cities?* A survey of the demographics, training, and job satisfaction of Twin Cities neighborhood organizers. And *Neighborhood Balance Sheet*. An income and expense statement for neighborhood organizations in Minneapolis and St. Paul, 1990.

McKNIGHT NEIGHBORHOOD SELF HELP INITIATIVE PROJECT (MNSHIP)

c/o The Minneapolis Foundation
500 Foshay Tower
Minneapolis, MN 55403
Ron Hick, (612) 339-7343

MNSHIP funds most of the neighborhood organizations in Minneapolis and St. Paul and is a good place to inquire about organizing jobs in the Twin Cities.

PART TWO/LOCAL NETWORKS

MINNESOTA ALLIANCE FOR PROGRESSIVE ACTION (MAPA)

1929 South 5th Street
Minneapolis, MN 55454
(612) 338-1648
Dave Mann

A coalition of progressive organizations, especially peace organizations. Good source of information about jobs in social action.

MINNESOTA PEACE AND JUSTICE COALITION (MPJC)

2512 Delaware Street, S.E.
Minneapolis, MN 55414
(612) 627-4035

MPJC publishes a monthly calendar of events of interest to progressive organizations in the Twin Cities. Also a good place to list and look for job announcements.

NEIGHBORHOOD RESOURCE CENTER (NRC)

2395 University Avenue West
St. Paul, MN 55114
(612) 645-6723

NRC provides a variety of services to neighborhood organizations serving low income people and people of color.

NEIGHBORHOOD PRESS ASSOCIATION

c/o Kathy Vadnais
233 Banfill Street
St. Paul, MN 55102
(612) 224-0845

NPA is the association of all community newspapers in the Twin Cities. They publish the *Neighborhood Press Association Member Directory*, available for \$15, which includes a map showing the neighborhood covered by each paper and gives a description of the community. If your organization wants to publish a job announcement or other notice in all the neighborhood newspapers, contact NPA for a complete mailing list of neighborhood organizations. Other places to list or look for organizing jobs include: the *Minneapolis Star and Tribune*, the *St. Paul Pioneer Press*, and the *Minnesota Daily*.

ST. PAUL COALITION FOR COMMUNITY DEVELOPMENT

770 University Avenue West
St. Paul, MN 55104
(612) 292-8074
Mimi Sands

III. OTHER CONTACTS

In the Twin Cities, there are a number of people who are knowledgeable about organizing and training who can help you in your search for either training opportunities or jobs.

Fred Smith
Center for Urban and Regional Affairs
University of Minnesota
330 Humphrey Center
301 - 19th Avenue South
Minneapolis, MN 55455
(612) 625-1551

A good first call for anyone interested in organizing, but not quite sure what you're looking for. Very broad knowledge of Twin Cities community organizations, foundations.

Beth Newkirk, training consultant, (612) 827-6703

Formerly with United Handicapped Federation, All Parks Alliance for Change (APAC), Cooperating Fund Drive.

Bill Scriven, training consultant
4356 - 4th Avenue South
Minneapolis, MN 55409
(612) 824-6558

Scriven provides consulting services to Twin Cities community organizations. Focuses on organizations serving people of color and low income communities.

Tom Dewar
Community Building Project
2395 University Ave. W.
St. Paul, MN 55104
(612) 644-8514

Dewar provides consulting services to a wide range of emerging organizations; a good first contact for anyone interested in rural and/or union organizing.

PART TWO/OTHER CONTACTS

ACCESS

50 Beacon Street
Boston, MA 02108
(617) 720-5627
James Clark, Executive Director

Founded 1987

Services

Job-listing services for nonprofit organizations. Publishes *Community Jobs: The Employment Newspaper for the Non-Profit Sector*. Job listings range from unpaid internships to directorships. Job openings in state governments and public interest law are also catalogued, but published separately.

Proposed Services

Minority Resume Data Bank: Computerized file of resumes of people of color interested in nonprofit work. For nonprofit organizations interested in hiring more people of color.

Nonprofit Donation Search: Provides donors with profiles of nonprofit organizations that fit their donation criteria.

Cost

Individual subscription: \$25/year

Nonprofit subscription: \$25-45/year

For-Profit subscription: \$90/year

Organizational Job Listing: Flat fee of \$15-500/year (based on organizational budget), or else separate fees for each job listing. Flat fee entitles organization to subscription and unlimited job listings.

Comments

The ACCESS program bought out and expanded the old *Community Jobs* newsletter.

CENTER FOR COMMUNITY CHANGE

1000 Wisconsin Avenue, N.W.
Washington, D.C. 20007
(202) 342-0519
Pablo Eisenberg, President

CCC can get you connected to two computer networks. COMMUNITY LINK: information on housing, economic development, state and local policies affecting community organizations, and HANDS-NET, which includes governmental agencies, for-profits, nonprofits, and small organizations concerned with poverty and homelessness. Both networks are good sources of information about jobs in organizing and community economic development. For more information about CCC, see Part Three, Consulting Services (p. 69).

GOOD WORKS: A GUIDE TO CAREERS IN SOCIAL CHANGE.

1985. Joan Anzalone (Ed.). Preface by Ralph Nader. 3rd Edition. New York: Dembner Books.
Distributed by Norton. 271 pp.

This is a nationwide directory of organizations involved in social change, including community organizing. One of the most useful aspects for people considering an organizing career is the section of interviews, in which people describe what their job entails in terms of education, experience, time commitment, etc., and what they like/dislike about their work. Be aware that many of the details of the 1985 edition will be out-of-date. Locally, a copy is available at the University of Minnesota, St. Paul Campus library.

MARGOLIES AND POTTERTON

Ken Margolies
110 Bleecker Street, #23C
New York, NY 10012
(212) 673-6171

Jim Potterton
2000 W. Hedding Street, Ste. D
San Jose, CA 95128
(408) 296-7020

Staff recruiters, trainers, and consultants to labor organizations. May be able to help you find an organizing job with a union.

NATIONAL ORGANIZERS ASSOCIATION (NOA)

c/o Kim Fellner
825 West 187th Street
New York, NY 10033
(212) 795-7654

NOA is a proposed membership organization whose purpose would be to promote organizing as a vocation. The first project of NOA would be a National Organizers Census. Another goal would be to promote nonexploitative standards of employment, including better salaries, benefits, and working hours. Other goals include raising public consciousness about organizing as a vocation and developing a positive culture of organizing.

PUBLIC INTEREST CLEARINGHOUSE

200 McAllister Street
San Francisco, CA 94102
(415) 565-4695

Publishes a biweekly newsletter of jobs available in progressive nonprofits in California and other western states.

PART THREE: TECHNICAL ASSISTANCE

This section includes a variety of kinds of technical assistance that may be of use to community organizers including consulting, training courses, and technical services. Organizations that offer consulting services for community organizers but don't offer classroom-style training courses are included here rather than in Section I. Organizations that offer training courses that focus on community economic development, rather than community organizing, are also listed here. Training courses and consulting in other kinds of social action, including anti-racism, nonviolence, and conflict management, are listed here. Schools that offer academic degrees in these areas are also listed. Finally, a brief listing of other technical services is included. For a much fuller listing, look for the Minnesota Council of Nonprofits *Directory of Services and Resources For Minnesota Nonprofits*, which includes services ranging from accounting to video (see listing under Section III. Other Technical Assistance, for more information about the directory).

I. COMMUNITY ECONOMIC DEVELOPMENT

Short Training Courses

DEVELOPMENT TRAINING INSTITUTE

4806 Seton Drive
Baltimore, MD 21215
(301) 764-0780

Founded 1981

Training

National Internship in Community Economic Development. Twelve-month program for executive directors and senior development managers of community-based organizations. Training in finance, real estate and business venture development, accounting, urban planning, strategic planning and organizational development. Intern attends four eight-day workshops during the year. In the fifteen-week intervals the interns work on project development assignments in their own organizations.

Cost

Foundation money supplies part of the internship cost, and interns are responsible for raising funds for the remainder. DTI will help with fundraising. Interns must pay \$1,100 for room, board and materials.

Comments

Program is eligible for graduate credit through the Department of City and Regional Planning of Pratt Institute in Brooklyn, New York. The program begins in July, and preference is given to applications received by January 31.

THE INTERRELIGIOUS FOUNDATION
FOR COMMUNITY ORGANIZATION

402 West 145th Street

New York, NY 10031

(212) 926-5757

Lucius Walker, Jr., Executive Director

Founded 1966

Training

Format: Workshop on organizational development, fundraising, proposal writing, nonprofit accounting and management.

Duration: Three or five days

Schedule: Call for schedule

Locations: New York

Cost: \$150 tuition for five-day session

On-Site Training

Format: Tailored to organizational need. Typical topics are staff and board development, fundraising and planning actions.

Duration: One to three days

Consultation and Technical Assistance

Topics: Racism, working in multiracial organizations.

Trainers

Lucius Walker, Jr.

Publications

IFCO News, Pastors for Peace newsletter

Partial List of Organizations Served

Concerned Citizens of North Camden, NJ; Calvary United Methodist Church, Washington, D.C.; Centro de Analisis Tecnico, Puerto Rico; National Indian Youth Council, Albuquerque, NM; Intergenerational Service Center, Edwards, MS; Bronx Regional High School, NY.

Comments

In January, 1990, IFCO had no workshop scheduled. They are gradually shortening the workshop to three days focused on fundraising and proposal writing.

NATIONAL CONGRESS OF NEIGHBORHOOD WOMEN

21 Park Place
Brooklyn, NY 11217
(718) 783-2298

Lisel Burns, Leadership Training Coordinator

Founded 1975

Training

Format: "Women and Community Development." Three-credit course offered in conjunction with the Institute for Social Ecology (See listing in Section II. Social Action). Topics include: women's history, organizational development, race, class and gender issues in organizing, empowerment strategies, community economic development, leadership development.

Duration: Ten days

Schedule: 1991: August 9-18

Locations: Institute for Social Ecology, Plainfield, VT

Cost: \$650. College credit can be arranged.

Partial List of Organizations Served

Women of Many Voices, Minneapolis, MN; Southwest Women Working Together, Chicago, IL;
National Council of Negro Women, New York, NY; Commission on the Status of Women, Santurce, PR.

Comments

NCNW is a network of about 200 organizations whose focus is women in community development. They offer a "horizontal" leadership development approach, in which all members are trained as trainers.

Trainers

Marie Cirillo, Co-Director, Rural American Women. Community land trust organizer.

Peggy McLaughlin, Assistant Professor, Social Work, Ramapo College, NJ.

Jan Peterson, Founder and Co-Director, NCNW.

Caroline Pezzullo, United Nations consultant on issues of women and community.

Academic Degree Programs

**COMMUNITY ECONOMIC DEVELOPMENT PROGRAM
GRADUATE SCHOOL OF BUSINESS
NEW HAMPSHIRE COLLEGE**

To apply:

Department of Admissions
Graduate School of Business
New Hampshire College
2500 N. River Road
Manchester, NH 03104
(603) 644-3103

Degree Offered

Master's in Community Economic Development. Only fully accredited CED program in the country.

Program Description

Seventeen-month program, requiring three days in residence per month. Students work on self-designed project in their home communities throughout enrollment. Financial and organizational management, marketing, nonprofit housing development, cooperatives, community land trusts.

Consulting Services

BROEN & POPE HOUSING CONSULTANTS

160 North Griggs Street

St. Paul, MN 55104

(612) 644-6624

Barbara Broen, Janet Pope

Services

Co-op Support Project provides training and other support services to housing coops and nonprofit developers. Initial training provided over a twelve to twenty-four month period. Ongoing training/consulting provided as needed. Library of information about housing coops and training methods.

Cost

Free to nonprofits. Funded by the Minneapolis/St. Paul Family Housing Fund.

Partial List of Organizations Served

This is a new service, beginning in 1991.

CENTER FOR COMMUNITY CHANGE

1000 Wisconsin Avenue, N.W.

Washington, D.C. 20007

(202) 342-0519

Pablo Eisenberg, President

Founded Mid-60s

Services

Technical assistance to urban and rural community organizations. On-site training in community organizing, organizational development, community economic development, coalition-building. Business and legal assistance, staff and board development, housing and economic development. Political advocacy at regional and national level to improve public policies affecting low income and minority people.

Computer Networks

COMMUNITY LINK: information on housing rural housing, economic development, state and local policies affecting community organizations, and

HANDS-NET: which includes governmental agencies, for-profits, nonprofits and small organizations concerned with poverty and homelessness.

Special Expertise

Housing and commercial development, health, juvenile justice.

Cost

Most CCC services are provided free. CCC also administers a variety of small grants to organizations for community economic development, organizational development, job training, and other programs. Access to Community Link costs \$25/month.

Publications

Periodical: *Community Change*. Extensive publication list covering organizing, housing, the CRA, community development block grants, housing trusts, rural development, etc.

Partial List of Organizations Served

Joint Ministries Project, Minneapolis, MN; Broad-based Organizing Project, Duluth, MN; Portland Organizing Project, Portland, OR; Northeast Community Organization, Baltimore, MD; Charleston East Community Development Corporation, Charleston, SC; Rural Organizing and Cultural Center, Lexington, MS.

PART THREE/COMMUNITY ECONOMIC DEVELOPMENT

CENTER FOR ORGANIZATIONAL AND COMMUNITY DEVELOPMENT

377 Hills South
University of Massachusetts
Amherst, MA 01003
(413) 545-2038
Sally Habana-Hafner, Coordinator

Founded 1979

Services

Consultation and technical assistance, workshops, academic seminars and research. Typical consultation and workshop topics include: cultural issues, trainer training, fundraising, program planning and evaluation, group dynamics, community development, community organizing, electoral politics, organizational development, nonprofit management, and the media.

Cost

Some services subsidized, others on fee-for-service basis. Call for information.

Publications

Numerous manuals for organizing, community development, using the media, etc.

Comments

COCD is a program housed at the University of Massachusetts and staffed largely by faculty and students. COCD was formed from two earlier organizations: the community-based Citizen Involvement Training Program and the university-based Community Education Resource Center.

COMMUNITY TRAINING AND ASSISTANCE CENTER

105 Beach Street
Boston, MA 02111
(617) 423-1444

Bill Slotnik, Executive Director
Bill Traynor, Director of Community Development

Founded 1979

Services

Training and technical assistance for community-based housing and economic development projects. Topics include: fundraising, grantwriting, conflict management, strategic planning, publicity, public relations, coalition building, networking, organizational management, others. For mid-sized and larger non-profits: computerization, financial management, fundraising, development, marketing, strategic planning.

Cost

CTAC is usually paid by foundations to work with small organizations. The fee is usually about \$50/hour. Services are free to organizations with annual operating budgets under \$50,000. No group denied services due to inability to pay.

Partial List of Organizations Served

All Parks Alliance for Change, Anoka, MN; Dudley Street Neighborhood Initiative, Boston, MA; East Harlem Interfaith, New York, NY; Frogtown Organizing Alliance, St. Paul, MN; Neighborhood Resource Center, St. Paul, MN; United Tenants of Meriden, CT.

Comments

CTAC is currently working with the Frogtown Alliance in St. Paul.

PART THREE/COMMUNITY ECONOMIC DEVELOPMENT

INDUSTRIAL COOPERATIVE ASSOCIATION, INC.

58 Day Street, Suite 230
Somerville, MA 02144-2826
(617) 629-2700
James D. Megson, Director

Services

Business, legal, and educational/technical assistance for groups wanting to create worker-owned enterprises. Includes organizational management, board and staff development.

Cost

\$75/hour. In some circumstances, ICA can provide 1:1 or 2:1 funding match, or 100 percent of the cost.

Partial List of Organizations Served

Cooperative Home Care Associates, Bronx, NY; Metalarte las Flores, Cuamo, PR; Cherry Hill, Barre, VT; Grant County Cooperative Ownership Development Corporation, Silver City, NM; PEP, Apopka, FL.

INSTITUTE FOR COMMUNITY ECONOMICS

151 Montague City Road

Greenfield, MA 01301

(413) 774-7956

Chuck Collins, Director

Services

Training and technical assistance for community-based land trusts, limited equity housing cooperatives, and other nonprofit housing development organizations. Topics include community organizing, fundraising, legal assistance, staff and board development.

Cost

Initial consultation: basic travel costs. Ongoing consultation: per diem staff time at contracting organization's staff compensation rate.

Partial List of Organizations Served

Rose City Community Land Trust for Housing, Norwich, CT; Brattleboro Area Community Land Trust, Brattleboro, VT; North Carolina Community Land Trustees, Durham, NC.

PART THREE/COMMUNITY ECONOMIC DEVELOPMENT

NATIONAL FEDERATION OF COMMUNITY DEVELOPMENT CREDIT UNIONS

59 John Street, 8th Floor

New York, NY 10038

(212) 513-7191

Clifford N. Rosenthal, Executive Director

Services

NFCDCU helps organize and charter community development credit unions, and provides management and board training, capitalization, and assistance in specialized lending.

Cost

Daily rate: \$250-350/day plus expenses; long-term contract: usually \$6,000 plus expenses.

Partial List of Organizations Served

Artists Community FCU, New York, NY; Mid Bronx Community Development FCU, New York, NY;
Northwest Bronx Coalition FCU, New York, NY; National American Indian FCU, Chicago, IL.

PACE OF PHILADELPHIA
2100 Chestnut Street, 2nd Floor
Philadelphia, PA 19103
(215) 561-7079
Andrew Lamas, Director

Services

Short-term consultancy to community-based economic development projects, including business, legal, staff and board development, management, fundraising, issue development.

Cost

PACE assists in raising funds to cover expenses on certain projects, otherwise based on organization's ability to pay.

Partial List of Organizations Served

O&O Supermarkets, Pennsylvania and New Jersey; New York Center for Employee Ownership and Participation; POUA, Archdiocese of Boston; Quad Cities Interfaith, Iowa and Illinois; Omega Press, Philadelphia, PA.

II. SOCIAL ACTION

Consulting Services

FUTURE NOW TRAINING COLLECTIVE

1081 Laurel Avenue

St. Paul, MN 55104

(612) 222-4238

Will Pipkin, Collective Member

Founded 1985

Services

Consultation/technical assistance. Will do workshops if enough people indicate prior interest. Topics include: strategic planning, facilitation, conflict mediation, team building, non-violence, fundraising and leadership development. Can provide a basic organizer training course if there's interest.

Cost

Sliding fee scale based on type of organization. Negotiable.

Partial List of Organizations Served

Mississippi River Revival; Intermediate District 287; Seward Cafe; SANE/Freeze Campaign; Westside Citizens' Organization; First Presbyterian Church of South St. Paul.

Comments

In the past, Future Now offered apprenticeships and did more structured workshops. Their current focus is on contractual trainings. Emphasis is on non-violent peace activism and conflict resolution.

INTER-RACE
600 - 21st Avenue South, Box 212
Augsburg College
Minneapolis, MN 55454
(612) 339-0820
Vivian Jenkins Nelsen, Director

Founded 1988

Services

Training, curriculum development, mediation with focus on intercultural interaction and education.

Academic Degree Programs

INSTITUTE FOR SOCIAL ECOLOGY

P.O. Box 89

Plainfield, VT 05667

(802) 454-8493

Paula Emery, Assistant Director

Founded 1981

Training

Format: Workshop: Community Organizing and Direct Action. Topics include: power analysis, strategy and tactics, media, urban and rural perspectives. The workshop is part of a four-week course on "Ecology and Community," which has an environmental, feminist focus and provides nine college credits.

Duration: Four days

Schedule: Once a year, summer

Locations: Plainfield, VT

Cost: \$1,675 for four-week course

Faculty

Paula Emery, Assistant Director, Green activist.

Other guest teachers.

Comments

The Institute for Social Ecology began in 1974 as a program of Goddard College, and became an independent institution in 1981. Credit is still available for ISE courses through Goddard College (graduate) or Burlington College (undergraduate) or through other institutions by arrangement. Other coursework focuses on social ecology, community development, eco-feminism, Green politics, and ecological architecture and technology.

III. OTHER TECHNICAL ASSISTANCE

ALTERNATIVE PRESS CENTER

P.O. Box 33109
Baltimore, MD 21218

Publishes the *Alternative Press Index*, an annual listing of alternative publications.

CENTER FOR URBAN AND REGIONAL AFFAIRS

University of Minnesota
330 Humphrey Center
301 19th Avenue S.
Minneapolis, MN 55455

Publications: *A Minnesota Mailing List for Equal Opportunity Announcements and Advertisements*. A directory of newspapers and magazines that have members of groups covered by equal opportunity and affirmative action initiatives as their primary audience. Also, *Nonprofit Organizations of Color in Minnesota, An Overview and Directory*.

MINNESOTA COUNCIL OF NONPROFITS

2700 University Ave. W. #250
St. Paul, MN 55114
(612) 642-1904

Published the *Directory of Services and Resources for Minnesota Nonprofits*. A listing of vendors that target nonprofits, with services ranging from accounting to fundraising to organizational management to graphics to information systems to video. Available after July 1, 1991. Available free to Minnesota Council of Nonprofit members and for sale to others. The Council also administers the Bremer Internship Scholarship (see Part One, Section III, Funding for Internships).

TELECOMMUNICATIONS COOPERATIVE NETWORK

505 Eighth Avenue, Suite 1805

New York, NY 10018

(212) 714-9780

Robert Loeb, President

Founded 1980

Services

Provides low-cost long-distance service and other telecommunications and information-management services to nonprofits. Services include:

Hot Lines: 1) Documents on Demand; provides information to callers through faxes or next-day mail. 2) Message Generation; group members can add their names to a petition or send a message to, for example, Congress.

Telephone Conferences: 1) Phone Forum; each participant calls a number at a specified time, rather than having one operator track down all parties. 2) Auditorium; many participants can call to listen to one speaker.

Alert Systems: Electronic mail; computer-generated faxes, Mailgrams.

Polling or Registration: Uses audiotext technology with menu of pre-recorded information. Callers respond by using push buttons on their phone.

Long-distance Service to Supporters and Members: Members of the network can offer discount long-distance services to individual donors and members and use this service for fund-raising and educational purposes. Organizations can include their information—a newsletter, fundraising appeal, or notice—with monthly billings.

Special Expertise

Technical assistance in helping nonprofit organizations choose telecommunication and information management systems appropriate for their needs.

Cost

\$100/year membership fee. Smaller organizations unable to afford the fee may be sponsored by TCN. Foundations can join TCN and then sponsor the organizations to which they donate. Estimated savings on long-distance: 12-25 percent of monthly bill. Organizations with lower volume save proportionately more money. TCN claims all their services can help organizations generate money.

Comments

TCN's services mainly apply to large nonprofits, especially national and international organizations. The long-distance discount to members and supporters, however, could be of interest to a coalition of smaller organizations in the Twin Cities area.

UNIVERSITY OF MINNESOTA

CURA

Center for Urban and Regional Affairs

330 Hubert H. Humphrey Center

301 19th Avenue South

Minneapolis, MN 55455

